





8.  
SECOND BIENNIAL REPORT  
OF THE  
BUREAU  
OF  
INDUSTRIAL STATISTICS  
AND  
INFORMATION  
OF MARYLAND.

1886-87.

THOMAS C. WEEKS, CHIEF OF BUREAU.



ANNAPO利S:  
JAMES YOUNG, STATE PRINTER.  
1888.



STATE OF MARYLAND.

OFFICE OF THE

BUREAU OF INDUSTRIAL STATISTICS AND INFORMATION,

ANNAPOLIS, MD., January 1, 1888.

TO HIS EXCELLENCY ELIHU E. JACKSON,

*Governor of the State of Maryland.*

SIR: *I have the honor, herewith, to hand to your Excellency, for presentation to the General Assembly of Maryland, the Second Biennial Report of the Bureau of Industrial Statistics and Information, for the years 1886-87, in accordance with the provisions of Chap. 211, Acts of 1884.*

*Your obedient servant,*

THOS. C. WEEKS,

*Chief of Bureau.*





---

## INTRODUCTION.





Digitized by the Internet Archive  
in 2010 with funding from  
Lyrasis Members and Sloan Foundation

## CHAPTER I.

*To the Honorable*

*The General Assembly of Maryland:*

GENTLEMEN: A general review of the condition of the industries of Maryland at the close of 1887 suggests reasons for congratulation and hope. There are no existing disturbances between capital and labor, and in all the branches of trade there has been a steady revival during the year which encourages the belief that we have entered on a period of business prosperity of an abiding and substantial character.

In some few of the industries, notably the coal and building, the rate of wages by the day and piece has increased, and in some the hours of labor have been reduced, but generally the standard of wages has remained as it was represented in the report of this office for 1886. Employment, however, has been constant, and with few exceptions the trades have enjoyed a prosperous and contented year.

The development of Maryland as a manufacturing centre has been a source of great encouragement. Foreign capital is beginning to recognize the peculiar advantages which Maryland affords for the establishment of great industries. Its vast supplies of coal and timber in the western mountains, connected directly with the Chesapeake Bay by large trunk lines of railroad, the extensive water front affording unlimited opportunities for shipbuilding, navigation and the economical conveyance of freight. The cheap price of land along the borders of the bay, and especially the advantages offered by low rates of taxation and the exemptions on plant, are inducements to capitalists which they are practically utilizing by the

erection of extensive works in various parts of the State. The temperate climate and productive soil, combined with its adaptability for the cultivation of small crops in fruits and vegetables and the accessibility of markets, induces settlement in the agricultural districts, and our vast fisheries, second to none in the Union, afford employment to a large and increasing population. We are doing an enlarged business in lumber, flour, fertilizers, and in the manufacture of iron and copper. The tobacco industry is growing rapidly, especially in the lines of smoking tobacco and cigarettes, and immense warehouses and factories have been erected in Baltimore city to accommodate the increasing trade.

The shipbuilding trades were stagnated for a time by the long strike in Baltimore city, but during the past year every yard was busy with new work, or repairing old, and all hands employed. We are rapidly developing a comparatively new industry in electrical supply manufacture, with extensive establishments in Baltimore and at the Relay House, Baltimore county. The paper mills scattered through the counties, on the numerous water powers, have been constantly and fully employed.

Cotton factories have been running on full time, with a steady demand for goods.

In the manufacture of machinery the great works situated in Baltimore and Woodberry have been fully employed, receiving large foreign orders, not only for the heavy portions of machines, but also for the finer and more delicate details, which require the exercise of the best skill and contrivance.

Added to this there have been established new nail works, and car-building works in Baltimore city, and a great establishment has been founded on a site adjoining Curtis' Bay, in Anne Arundel county; while on the opposite shore of the Chesapeake, at Sparrow Point, near Tivoli, twelve hundred acres of land have been taken up for the establishment of the great steel

and iron works hitherto carried on in Pennsylvania at the town of Steelton.

These works, now in the course of construction, afford employment to 400 men in the building trades, but next year when in operation they will give work to at least 600 permanent employes, who will reside in the immediate neighborhood.

It is encouraging to see this revival of the iron manufacture in Maryland, after the number of years it has lain dormant, and it is gratifying to see such old Maryland establishments as the Ashland, Stickney, McCullough and Catoctin works in full blast, and to realize that in the midst of new enterprises the old firms are still assisting to build up the home industry.

We have mined more coal in 1887 than in any past year of our history, and we have undertaken great contracts for the supply of granite and marble from the inexhaustible quarries of the State.

The packing trade, for which Maryland is famous, has done a greatly increased business during 1886-87. Harford county has put up one of the largest corn packs in the history of the county, the same may be said of Frederick county enterprise, and while the pack of "cove" oysters has fallen behind, it has been largely compensated for in the great shipments of raw stock.

In the midst of all these extensive trades, we have evidence that the smaller establishments are greatly on the increase in number throughout the whole State, and a marked business impetus has been experienced in the country towns. The business community has suffered loss from extensive fires, notably in Salisbury and Upper Marlboro, but they only seem to have awakened the business life of the communities in which they occurred, and while disastrous at the time to have reacted for the general good.

The spirit of enterprise which everywhere animates the State is remarkable. We have prospects of extended railroad communication on the Eastern Shore

and in Southern Maryland, opening up great sections of country which for many years, even from the days of colonial history, have been comparatively unoccupied, and the prospect that at the outlet of the Chesapeake we may yet see a Port whose facilities will induce that tide of Southern commerce which ought naturally to pass through the State.

As an evidence of the public sentiment, and also of the assistance which an active newspaper press affords to this general development, I quote the following extracts :

“The Eastern Shore is rapidly becoming one vast garden for the easily accessible cities of Baltimore, Philadelphia, New York, and even Boston, which now draws largely of her supply of early fruits and vegetables from the peninsula. The Eastern Shore, in fact, has passed the stage of experiment, and from being an impoverished, slow-going region, hampered and obstructed by conditions arising from the civil war, has now become as flourishing, progressive and wide-awake as almost any agricultural district along the entire Atlantic seaboard. What is true of the Eastern Shore may easily become so of the Southern Maryland peninsula, lying between the Potomac and the Chesapeake, and bisected by the Patuxent river. That section has all the natural advantages of the Eastern Shore, and some that the Eastern Shore does not possess—such, for example, as greater variety and picturesqueness of surface, and its adaptation to the raising of the staple, tobacco, in addition to other crops. There is now a prospect that St. Mary’s county will soon be supplied with adequate railroad facilities, and when these are also furnished to Anne Arundel and Calvert, which we trust will soon be the case, a great impetus will be given to the development of Southern Maryland. That section has been languishing from the too exclusive cultivation of tobacco and the lack of transportation facilities to encourage immigration. Signs have not been wanting, which the *Sun* has noted

from time to time, of an impending change, which, when it comes, will soon transform this naturally favored region into a busy and prosperous portion of the State.”—*Baltimore Sun*.

“We believe the day is not distant when Southern Maryland will throw off the lethargy and unprogressiveness that now more or less depresses and retards her, and assume that spirit of prosperity and substantial progress to which her geographical, climatic and other natural advantages entitle her. New people must be brought here, new products put in cultivation, and new and more progressive methods of culture and general economy adopted. In this period of evolutionary development which we believe will be experienced by our community in the next quarter of a century, a progressive and public-spirited local press will play an important part. The *Times* will endeavor, by the best capacity and industry it can bring to its labors, to do its part in the good work.”—*Port Tobacco Times*.

“Attention is rapidly concentrating upon Southern Maryland as a field offering rare and abundant resources that will in the near future be highly developed. For years our people have been struggling against fearful odds. Capital has been limited, the lands have been depreciating in value, the market prices of produce have been uncertain and gradually tending downward. Furthermore, so many, wedded to the ways of their forefathers, have pursued the same system that prevailed under the old regime, oblivious apparently to the changed condition of things, and of the new activity and the new demands of the age, concentrated farming, if such it may be called, has not been pursued. The ambition seems to be to cultivate the largest number of acres possible, without considering if the results are duly commensurate with the outlay. Many led by this delusion have gone on from bad to worse. Crops are hurried upon the market, often in improper condition, in order that

money may be raised to meet pressing demands. This, certainly, has helped to depreciate the value of Maryland tobacco. Consequently, as people became poorer, payment of taxes was neglected, county debts accumulated, immigration halted, natural resources were left unheeded, and labor sought better remuneration in other quarters. But, fortunately, the tide seems to be turning. The upper portion of this county is already bristling with activity. Farms are being subdivided and occupied by a thrifty population. Life and vim, prosperity and happiness can be seen on all sides. The taxable basis will rapidly increase in Southern Maryland as soon as the lands are more highly cultivated, the possibilities of our climate and soil for fruit-growing are more fully realized, energetic and practical steps are taken to induce persons with capital to settle among us, and a more general interest is manifested in the public welfare by those most directly and most vitally concerned.”—*The Prince George's Enquirer.*

Among all the advantages which this revival affords to the labor of the State by increasing the opportunities for employment, not the least is the prospect of relief which we may anticipate to the overcrowding of the city of Baltimore. We are not yet in the situation of some of the larger cities of the Union in this respect, still the danger exists. There is no valid reason why, with the geographical formation of Maryland, the manufacturing industries should not be more generally distributed.

The danger of industrial disturbance lies principally in the overcrowding of cities and the most direct and legitimate way of relief is by agricultural settlement and rural development.

The hope of labor lies in greater distribution. There is no necessity to advocate Horace Greeley’s theory of “Go West, young man—Go West!” There is as good a chance for homes and profitable employment, and what is far more prized, an independent livelihood,

right here in Maryland, as in Dakota or the Territories, and young men can locate and "grow up with the country" to better advantage than they can 2,000 miles from home. A State possessing water ways like Maryland, affords greater opportunities to the man of small capital than do interior States which depend altogether on railroads, and the shores and tributaries of the Chesapeake Bay ought to be alive with a thriving, enterprising, busy population of small holders, traders and manufacturers. As it is, all our cities are growing in size, especially the metropolis of Baltimore. Young, native Americans, crowding in from the farms of Maryland and Virginia, boarding out and scrambling for a poor living as clerks and bookkeepers, and maintaining a precarious gentility. Foreign immigration, all settling down in the back streets, the majority working by the piece, long hours for poor pay, living in tenement houses without much regard for health and less for comfort, while a vast acreage of our territory grows up in rushes and brush and pine and sassafras, the home of the wild game, the delight of the sportsman, but tending to the impoverishment of the State.

It is exceedingly doubtful whether a great proportion of the immigration which comes from abroad would be serviceable on the farm lands of Maryland. Labor is not needed as in the West to break new country, but rather to cultivate the old, and a certain acclimation is desirable for health along the tide-water counties of this State.

If emigration from the cities of Maryland to the country districts was encouraged by the offer of *small* homesteads to artisans; mechanics and others having a little money, and if the information respecting such opportunities could be concentrated in this office, so that the parties interested could be brought together; in other words, if a department of emigration was established with proper powers and sufficient means to carry on the work, it is my opinion that a great

relief would be experienced in the cities and a great impetus given to the development of the counties to the mutual advancement of the State's commerce and manufacture.

Some sufficient outlet is necessary for educated labor. The native population is growing up in the schools, gaining broader ideas of their capacities as American citizens.

The labor saving machinery of the factories enlarges the field of employment for uneducated labor, and the educated mechanic is constantly striving for a higher life. Machinery and invention continually push the workman upward in the social scale by producing and supplying artificial wants. The foreign immigration comes in at the bottom of our manufacturing system and their children educated to a higher plane, crowd one another in the channels of city life, in trade or profession or government employment or any other occupation which they may think more "respectable" than the mechanical drudgery of the factory life.

For some time past the workingmen have experienced the competition of foreign immigration, and when we reflect that in one week in May, 1887, there passed into this country, through the port of New York alone, 12,919 immigrants, a number twice as large as the population of any of the country towns of Maryland, and when we reflect further that this influx is going on constantly, and that they are all competent, in a short time, to attend the automatic machinery of the workshop, the growing dissatisfaction of trades organizations and their demand for the establishment of some practical restriction will be appreciated.

*The following Statement Shows the Number and Nationalities of Immigrants  
Arrived at the Port of Baltimore during each year ending  
June 30 from 1884 to 1887.*

NATIONALITIES.	1884.	1885.	1886.	1887.
Great Britain and Ireland.....	1,190	978	880	1,570
Austria Bohemia.....	1,094	535	455	1,803
Hungary.....	436	206	147	996
All other Austria.....	1,379	471	1,081	1,791
Total Austria.....	2,909	1,212	1,682	4,590
Germany.....	30,326	13,084	9,826	23,757
Italy.....	2	2	1	5
All other Countries.....	1,080	652	1,111	6,176
Totals .....	35,507	15,925	13,500	36,098

Of these totals there remained in the State the following numbers:

YEARS.	1884.	1885.	1886.	1887.
Immigrants remaining in Maryland.....	4,100	2,000	1,800	2,700

These figures do not, of course, represent all the immigrants who fall to Maryland's share. The Italian immigration comes to the port of New York, and during 1886 as many as 15,740 Italians came into the country through that port. We have, during the last two years, received an enormous influx of that nationality. The actual number cannot be computed, as it drifts down through Pennsylvania and Delaware; but great gangs of Italian labor have dispossessed the colored and Irish labor on the railroads and along the water-fronts, and have filled the streets of our cities with fruit venders. These retailers of peanuts and performers on harps and organs, instead of being at the bottom of the ladder, as Americans would be likely to suppose, are really enjoying the rest earned by arduous labor in their own country, where they have lived on the most meagre fare, and where, by the penurious saving of beggarly wages, they have accumulated a few hundred lire to flourish on in America. The persecution of the Jews in Germany, Roumania and Russia, and the

expulsion of the Socialists from Eastern Europe, have started thousands of wanderers in search of refuge out westward. The majority of this foreign labor is satisfied with a much lower standard of life than American workmen are accustomed to, and, impelled by their necessities, these foreigners are willing to work at much lower rates of wages than our own citizens, and so displace great numbers. A check lately given to Jewish immigration by English authorities in London, through returning the immigrants to the country they came from, has caused the stream of Polish Jew immigration to turn in the direction of the United States with increased vigor. Russia forbids all emigration from her territory except Poles and Jews, and these unfortunate outcasts come to us generally in great distress and poverty. Their occupation is almost exclusively that of tailors. The entire Bohemian population of Maryland may be said to be confined to Baltimore city. The Polish Jew labor is the most squalid and unprogressive that comes to this State, and very marked lines of caste divide the Poles, Bohemians and Germans in their social intercourse. The Poles and Bohemians live largely in communities, and principally in the Fifth and Sixth wards of Baltimore city. In these communities, the Anglo-Saxon dialect is seldom heard. They are separate and distinct in their tastes, amusements, religion, society and language. The Polish Jew is fond of litigation, and is constantly in the court of the Justice of the Peace disputing small debts.

The German Society of Maryland, a charitable organization of many years' standing, ameliorates the condition of the German immigration, and has done a great work, of inestimable service to the State, in assisting German immigrants to become good and useful citizens. I am indebted to William Julius Conrad, Esq., their agent, and to the officers of the society, for the following statement of the assistance rendered to immigrants of German nationality for the following years :

YEARS,	Cases.	Amount Expended.	Lodgings and Meals.	Physician.	Surgical Instrum'ts.	Numbers.	Prescript'ns
1884.....	2,197	\$4,429 35	\$ 64 45	\$ 700 00	\$ 55 40	2,413	437 14
1885.....	2,305	4,425 65	123 70	700 00	112 00	2,580	470 90
1886.....	2,279	8,899 98	145 70	70 00	87 00	2,129	416 82
1887 up to Decemb'r. 1	1,984	3,237 65					
Totals.....	13,894	\$25,998 14	\$463 20	\$2,341 47	\$437 15	12,438	\$2,374 96

The following general facts convey an idea of the growth and distribution of foreign immigration in the United States.

Of the German population 39.3 per cent. live in cities. Of the Irish population 45.8 per cent. While the ten largest cities of the Union contain 9 per cent. of the entire population, they have a proportion of 23 per cent. of the foreign immigration.

From 1830 to 1880 the whole population increased a little less than four fold; the city population increased thirteen fold.

From 1870 to 1880 the whole population increased 30 per cent.; the city population increased 40 per cent.

During 50 years preceding 1880 the population of the city increased more than four times as rapidly as the village and country.

In 1800 there were only 6 cities having a population of 8,000 or more; in 1880 the number had increased to 286.\*

TABLE

SHOWING THE INCREASING RATIO OF URBAN POPULATION LIVING IN CITIES OF 8,000 INHABITANTS AND OVER, IN PROPORTION TO THE ENTIRE POPULATION OF THE UNITED STATES FROM 1790 TO 1880.

Year .....	1790	1800	1820	1830	1840	1850	1860	1870	1880
Ratio .....	1-30	1-25	1-20	1-16	1-12	1-8	1-6	1-5	1-4

From 1870 to 1880 the increase of manufacturing, trade and professional industry in Maryland was 5 per-

\*See Tenth Census Reports.

cent. of the entire population employed, while the agricultural industry stood stationary.

TABLE  
SHOWING NUMBER ENGAGED IN ALL INDUSTRIES, WITH PER CENTAGE  
OF CITY AND AGRICULTURAL EMPLOYMENT.

YEARS.	Total number of those employed in all Industries.	Per ct. of entire population.	Per ct. employed in city occupations.	Per ct. employed in agriculture.
1870.....	259,543	45	31	14
1880.....	324,434	50	36	14

As I have suggested, the relief of the pressure of foreign immigration in the city is to be found in the more general distribution of our own people throughout the smaller towns, villages and country districts of the State.

The abundance of water power for small manufacturing establishments, the 1,200 miles of water front afforded by the rivers and bay, offering easy transportation, the cheaper rates of living outside the city, combined with the old established society of our country districts, suggests advantages which cannot be better secured elsewhere.

And yet we continually hear mechanics in the contracted field of city industries, pining for the chance to "Go West." satisfied that they could improve their condition outside the State in which they are surrounded by all the ties which make life durable and happy.

It is folly to object that homes cannot be secured by men of courage and enterprise, when in 1885 the Land Office issued State patents for upwards of 10,311 acres in the several counties, over 4,557 acres of which was

described as "vacant" land; added to which, the same office has issued patents during the last two years for upwards of 6,000 acres more.

There may not be vast tracts of territory, such as could be taken up under the homestead laws of the United States; but, there is greater security of possession, greater convenience to markets, greater comfort, better living and civilization, than can be found away from friends and kindred out in the Western territories; and there is greater profit in the cultivation of small acreage, with a quick and steady market, than there is in raising a big crop of corn and burning most of it for fuel in the rigor of a perishing winter.

Norwegian immigration will do to go West, but Marylanders ought to stay at home and develop the resources of our State. Land, susceptible of improvement and easy to cultivate, can be had at cheap rates and easy terms, and if Maryland's advantages were 2,000 miles further towards the sunset, it would be a paradise in the eye of the thrifty factory workman; but, as it lies at his own doors, he fails to realize its existence.

There is room for trades in the country villages and towns, and a growing demand for mechanics; and an increasing settlement will create as much work in Maryland as it would on the prairie.

A distribution of labor will take the family out of the confinement of factory life; it will take the girls away from the store and sewing machine and cigarette table; it will take the small boys out of the shops and the debasing influence of the lower street life of the city; it will increase wages as it lessens competition.

Whatever can be done by State legislation towards curbing the irresponsible influx of foreign immigration, and encouraging the more general distribution of home labor, will to that extent reduce the possibility of strikes and labor disturbances. In the present condition of our industries, organization is the only safeguard the workman has to protect himself from the

evils of overcrowding and competition in the labor market. Its wonderful development in the last few years, especially up to May, 1886, and the open, fearless assertion by the working people of their rights, is one of the characteristics of the American system. It is the protest of the people against a government of the few ; against an aristocracy of corporate wealth. It is a demand that we shall preserve those institutions upon which the Republic is founded, and not drift into a paternal form, under which our society will be divided into classes, and the equality of American citizenship become a tradition of the past. Labor laid the foundation and raised the superstructure of this country's government, and it asserts its inherent right so far to perpetuate its institutions ; and the fact that we passed through a period of the most remarkable activity in organization without disturbance or breach of the law, is a guarantee that organization is a protection to the public peace, and that the workingmen of Maryland are conservative and temperate in their agitation.

There is a class of foreign immigration which takes no pride in the perpetuation and development of American institutions, which preaches the doctrines of anarchy ; but it is just to labor organizations in this State to say that these are the very small minority. The majority recognizes the true power of American citizenship, respects the law, and proposes to gain the ends in view by legal process.

#### LABOR BUREAUS.

With this object the Bureaus of Statistics and Information have been established in the several States of the Union, mainly through the efforts and appeals of the working people, as a medium by which they can present to the several Legislatures of the States their causes of complaint and their suggestions for the enactment of remedial laws. The Maryland Bureau, created

in the legislative session of 1884, came into existence during a period of great business depression, and the policy of the office has been to avoid entanglement with either employer or employe, to be the special advocate of no theory or the agent of no organization, but to carefully observe and impartially present to your honorable body facts which can be relied on as authentic.

In accordance with the instructions of the Legislature of 1886, I caused to be printed and distributed 1,600 copies of my report for 1884-85. The edition was not large enough to meet the demand. Copies of the report were sent to nearly all the States of the Union and to nearly all European countries. They were applied for by universities, newspapers, ministers of the Gospel, trades organizations, public offices, librarians, lawyers, statesmen, mechanics and merchants. It was in demand by all classes and institutions, and to such an extent that I was unable to supply hundreds of applicants with the work. I believe that 8,000 copies of *this* report, for general circulation, will not more than supply the demand.

It is eighteen years since the first bureau was established in Massachusetts, and during that time twenty-one States have added these offices to their governmental systems, and the United States in Congress has created a national office of a similar character. These States have gradually increased the powers of the several offices. Beginning as Maryland did, with an office of limited scope and feeble powers, they have enlarged and extended their usefulness until, in some instances, with congressional assistance, they have been charged with the duty of collecting a complete census of the State's population, industries and commerce.

To the credit of these officers, they have in every instance endeavored to discharge their duties with unpartisan fidelity, and the very fact of the increase of their number and enlargement of their powers is a guarantee of their usefulness and necessity. During

1887, six new bureaus have been established in the States of Maine, Rhode Island, North Carolina, Minnesota, Colorado and Nebraska, and some of the European nations have followed the enlightened example of this good Republic.

The entire list of Bureaus in the United States to-day stands as follows :

BUREAU OF LABOR, WASHINGTON, D. C.,	
Established January, 1883.	CARROLL D. WRIGHT, <i>Commissioner.</i>
BUREAU OF STATISTICS OF LABOR, OF MASSACHUSETTS.	
Established June, 1869.	CARROLL D. WRIGHT, <i>Chief.</i>
BUREAU OF INDUSTRIAL STATISTICS OF PENNSYLVANIA.	
Established 1872.	PROF. ALBERT S. BOLLES, <i>Chief.</i>
BUREAU OF LABOR STATISTICS AND INSPECTION, OF MISSOURI.	
Established 1876. Enlarged 1883.	OSCAR KOCHTITZKY, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF OHIO.	
Established 1877.	A. D. FASSETT, <i>Commissioner.</i>
BUREAU OF STATISTICS OF LABOR AND INDUSTRIES, OF NEW JERSEY	
Established March, 1878.	JAMES BISHOP, <i>Chief.</i>
BUREAU OF LABOR STATISTICS, OF ILLINOIS.	
Established 1879.	JOHN S. LORD, <i>Secretary.</i>
BUREAU OF STATISTICS, OF INDIANA.	
Established 1880.	WM. A. PEELLE, JR., <i>Chief.</i>
BUREAU OF LABOR STATISTICS, OF NEW YORK.	
Established 1883.	CHARLES F. PECK, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF CALIFORNIA.	
Established 1883.	J. J. TOBIN, <i>Commissioner.</i>
BUREAU OF LABOR AND INDUSTRIAL STATISTICS, OF MICHIGAN.	
Established March, 1883.	ALFRED H. HEATH, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF WISCONSIN.	
Established April, 1883.	FRANK A. FLOWER, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF IOWA.	
Established March, 1884.	E. R. HUTCHINS, <i>Commissioner.</i>
BUREAU OF INDUSTRIAL STATISTICS AND INFORMATION OF MARYLAND.	
Established 1884.	THOMAS C. WEEKS, <i>Chief</i>
BUREAU OF LABOR STATISTICS, OF KANSAS.	
Established May, 1885.	FRANK H. BETTON, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF CONNECTICUT.	
Established April, 1885.	SAMUEL M. HOTCHKISS, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF NORTH CAROLINA.	
Established March, 1887.	W. N. JONES, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF MAINE.	
Established March, 1887.	SAMUEL W. MATTHEWS, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF MINNESOTA.	
Established March, 1887.	JOHN LAMB, <i>Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF COLORADO.	
Established March, 1887.	SECRETARY OF STATE, <i>Ex-officio Commissioner.</i>
BUREAU OF LABOR STATISTICS, OF RHODE ISLAND.	
Established April, 1887.	C. J. DRISCOLL, <i>Deputy Commissioner.</i>
BUREAU OF LABOR AND INDUSTRIAL STATISTICS, OF NEBRASKA.	
Established March, 1887.	JOHN JENKINS, <i>Commissioner.</i>

This office is not equipped as it should be, and cannot do all that ought to be done. Its legal powers for investigation should be enlarged, and its means for acquiring prompt and authentic information extended. Reports could then issue more frequently, and be placed at the disposal of the newspaper press of the State. A sufficient clerical staff is required, with agents resident in the counties.

It is not possible, perhaps, to do all at once, but I believe the office has gained the confidence of both employer and employe, who are assured of its affairs being conducted in a proper and conservative manner; and, I trust, the time has now come when the General Assembly may deem it advisable to advance it beyond the experimental stage, and permanently enlarge its powers. The large majority of the labor of the State endorses this suggestion. Labor is justified in looking to legislation for assistance. Surrounded as we are in this State with so bountiful a supply of natural products, a man who works has a right to live, and to live in comfort, and the law ought to remove all obstacles which may interfere to hinder the workman in the free exercise of his labor.

In the midst of the abundance of our wealth, and in view of its constant increase, the men who toil are entitled to fair, remunerative wages; and, as the expenditure of wages regulates consumption, and hence, production, a rising and liberal wage is the best guarantee of the general prosperity of the community.

The day is past when a legitimate appeal for increased wages or diminished hours of labor ought to be regarded as a crime. With an intelligent and, to an extent, educated body of labor, the employer should find no difficulty; and, if greed or prejudice, on either side, prevents adjustment of trade disputes, the State should provide such imperative means of arbitration as would prevent the disarrangement of public affairs by long continued strikes and lock-outs.

Under a system of manufacture which is conducted in large factories, and by complicated and often dangerous machinery, the duty of the State to preserve the health of the people ought to lead to the establishment of a legal system of factory inspection, with power to abate nuisances which arise from dust, smoke, noxious gases, insufficient ventilation, want of light, or overcrowding. Full and proper protection against accident by fire, water and machinery, ought to be provided by law. A decent separation of the sexes in the industries, and especially a legal and sufficient means to prevent the employment of young children is necessary. These suggestions, respectfully submitted, embrace some of the general subjects of legislation which workingmen hope to see perfected in law. There are others of a more specific character, to which I now proceed.

#### COMPLAINTS AND SUGGESTIONS FOR LEGISLATIVE RELIEF.

The following special subjects for legislative relief have been submitted to the Bureau for presentation in this report:

##### COAL MINERS.

In a State such as Maryland, containing a great mining territory, an act to compel the proper ventilation of coal mines is not only a right to which labor is entitled, but is a measure of relief commanding the sympathy of all classes of citizens.

No one who has visited the men at their labor, who has seen them engaged in the most arduous and exhaustive toil in the dark depths of the coal mine; going in oftentimes before sunlight and not leaving until dark; confined in close and narrow headings, men, boys and mules, all working together, breathing the stagnant, unwholesome air. No one who has been an eye witness of the miner's labor would deny them this relief, or, except they lacked the common instincts of humanity, would unlawfully prevent its formulation.

Consumption and other pulmonary diseases are prevalent in the coal regions, caused by the overheating of the body in the damp impure air of the mines, and I have been often assured by miners along George's Creek during my visits to that section, that it would be preferable to work in mines made dangerous by the existence of inflammable gas or "fire-damp," (as such a condition would compel the necessary ventilation) and brave the dangers of explosion, than to slowly poison in the fetid atmosphere and "black-damp" of the George's Creek workings.

I recall to your attention the fact that such a bill was passed by both houses of the last Legislature but did not become a law. The spirit which influenced the preparation of that act is as strong among the miners to-day as then, and they universally express a hope that this much needed relief may be granted them by this General Assembly.

#### COOPERS.

The Maryland coopers organized in the Knights of Labor collectively, have represented to this Bureau that there is a custom prevailing in the flour trade of using old barrels for the package of new flour; that this is not only injurious to their craft but also to the public health. To quote their own language: "The use of old flour barrels for new flour is an injury to our trade, and if it were prohibited by our next Legislature, it would be a great help to us. They are not fit to use for packing flour, because of uncleanness, many of them having been used for garbage and other filthy purposes and then taken to the mills and refilled with flour. It is an injury to the public health."

#### ENGINEERS.

The "Eccentric Association of Engineers," submit the following: "The one aim of our association is to secure a license law in the State of Maryland. By so doing insurance rates would be made lighter and the

public would be safe. We believe that there should be a law compelling consumers of steam to employ none but competent men, as it is just as necessary to use caution and care, blended with experience, for the satisfactory management of steam boilers as it is to handle gunpowder, both being destructive. It is only those who are ignorant of the consequences that express themselves otherwise. The enforcement of such laws would benefit the public safety and maintain our craft."

#### FISHERMEN AND DUCKERS.

An act of 1886, chapter 138, prohibiting any one except a "bona fide" resident of the counties of Kent and Queen Anne from taking fish in the waters of Eastern Bay and Chester River, and their tributaries, within the limits of the said counties, was the cause of great dissatisfaction, and of much hardship to the fishermen of the State—giving, as it did, a monopoly to fishermen who had resided one year in those counties, and being so stringent in its terms as to actually prohibit every other person from even being employed by the local fishermen. As those waters are celebrated for their abundant supply of perch, the exclusion of the fishermen from them was a deprivation bitterly felt and generally resented. I do not believe that the Parliament of England ever passed a more absolute "game" law, and I do not believe that since the signing of Magna Charta, any sovereign has dared to invade the common right of fishery, which vests in the whole people. This act, also, is clearly in violation of the charter rights of the citizens of Maryland, by the Constitutional adoption of which a common of fishery is guaranteed to the people of the State; and a law of a similar character, involving the same Constitutional issues, coming under judicial review in St. Mary's county, was decided to be unconstitutional. The judges of the Second Judicial Circuit, in a case presented to them under this act, determined otherwise.

I venture to suggest, in the interest of the fishermen of the whole State, that this law ought to be amended or repealed ; as it stands, it is in violation of the principles of a free and democratic government. The fisherman leads a hard and precarious life, and, at best, takes great chances in finding fish ; and, to exclude him from the *navigable* waters by local statutes is not to preserve the industry, but rather to destroy it. These "toilers of the sea" make no objection to protective laws, but rather encourage them, and would gladly pay any reasonable license which fell on all alike ; but, when they can exercise the right of the elective franchise by a residence of six months, they cannot understand why twelve months is necessary to qualify them to net a perch which happens to have run up Chester river from the Chesapeake bay ; or why a fisherman of Kent county should be a virtuous man when he takes a fish on the Kent side of the thread of the river, and a criminal when he takes the same fish an inch over on the Queen Anne side of the thread.

The passage of this act has been a serious injury to Maryland fishermen living out of the boundaries prescribed by the law, and a cause of discontent and bickering between the residents of the two counties interested.

An authorized communication from the Knights of Labor Assembly at Havre de Grace, composed of railroad employes, duckers and fishermen, is as follows : "Havre de Grace is dependent, almost entirely, on its ducking and fishing for the support of its population. At some seasons of the year, these failing, our people would actually be in a state of starvation. except for the aid extended by the P. W. & B. Railroad in giving employment through its work-train and road department to this class.

Our assembly requests you to present the following full statement of the condition of our duckers and fishermen in order that the Legislature, seeing how these men are hampered and driven from worse to worse,

may throw some safeguard around this industry, thereby aiding the workman and building up the interest of Havre de Grace.

Unless some change is made in the obnoxious laws which now exist, many men employed in these occupations will have to seek support elsewhere.

We consider that all just laws should be made in the interest of the *many*, and that no person or *class* should gain through the loss of others ; especially when the losers constitute the bone and sinew of the community. We class the grievances of duckers and fishermen under two heads :

1. *Duckers*.—Claim that, under existing laws, the space reserved, viz : Westward from Turkey Point to Oakington,  $\frac{1}{2}$ -mile off shore ; eastward, Point Concord light to Carpenter's Point,  $\frac{1}{4}$ -mile off shore, is too small. That since the time this law was passed, the "Flats" have been gradually filling up, until where there was at one time twenty feet of water, now there is not any ; and those competent to judge, claim that the feeding grounds will be so changed, in five or six years time, and the ducks so frightened by large scows with headlights, and cabins lit up, taking out sporting parties at the early hour of five A. M., that they will be driven away entirely. We suggest, as a remedy, that the boundary lines be enlarged, and that no craft over five tons burden be licensed. Duckers further claim that the present law is not enforced by the ducking police. That the money collected for license, \$5.75, sneak boat, and \$20.75, sink box, together with fines, goes entirely to the police, who afford them no protection. That a few poor men are arrested for fishing nets on ducking grounds, under the unproved claim that the ducks are caught and destroyed by them, when, as a matter of fact, the ducks remain on the ground until driven off as stated in this complaint.

Our duckers claim that no attention is paid to the provision calling for the arrest and fine of \$25 and costs, for each violation by every one not a *bona fide*

resident of Maryland, caught shooting from any sneak-boat or sink-box. This section is openly violated, and the police have only to visit the shooting grounds for proof. We would suggest, as a remedy, the abolishment of the office of ducking police. That on any licensed gunner laying any information before our county constable, he be authorized to make arrests, and that the fine of \$25, together with the sum collected as license, be devoted to the school fund.

2. *Fishermen.*—Fishermen favor a law to allow fishing in inlets along the Chesapeake Bay to Bush river with "set" nets; also the repeal of the "Splash" law, there being no ducks where these nets are used; also a law to allow free fishing with "gill" nets from February 1 until October 10 each year. As it is understood that there will be submitted for the consideration of the Legislature a bill allowing the use of "pound" nets at or near the mouth of the Chesapeake Bay, we respectively urge that the same be not allowed under any consideration, as it would deprive the fishermen of Havre de Grace of *their living*. It must be self-evident that a great injustice will be done these men if their rights are not protected. Many of them are advanced in years, and are too old to follow any other avocation. They simply ask protection from the State to enable them to earn a living. The money so earned will be spent in the State for the benefit of its merchants, while every duck shot by non-residents is a direct loss to the State. All of which is respectfully submitted."

#### HORSE SHOERS.

The horse shoers' unions suggest the passage of a law requiring all journeymen working in the trade to pass an examination as to their practical competency in their trade. They allege that many valuable horses are entrusted to their hands, and that such a law would keep good men in the business, save loss and be a security to the public.

### MUSICIANS.

The musicians represent that their profession is seriously injured by strolling bands, which immigrate to this country and having no permanent abode, and only their transient expenses, injuriously compete with our resident citizens. The Maryland musicians suggest the imposition of a license on said itinerant musicians, such as that imposed in the District of Columbia.

### PATTERNMAKERS.

This trade submits certain complaints and suggestions as follows: "The legislation we desire is, first, a legal, uniform system throughout the State of weekly payment of wages. The large shops pay bi-weekly, keeping one week back, and the corporation shops pay monthly. This system is oppressive to the men employed, and a great disadvantage to the small employer. If the hands in the large shops were compelled to be paid weekly it would be equal to a five per cent. advance. There should also be a law compelling employers to properly ventilate the shops. In some places the ventilation is horrible. And last, but not least, we and all working men want eight hours made a legal day's work, and as a first step in that direction we ask this Legislature to pass a law making fifty-three hours a legal week's work—that is, nine hours for five days and eight hours for Saturday."

### RAILROAD EMPLOYES.

A very general complaint is made by the employes of the Baltimore and Ohio Railroad, respecting the Baltimore and Ohio Employes' Relief Association. Writing to this office on the subject, the Mount Clare employes say: "The average wages, paid monthly, does not exceed \$1.60 per day for mechanics, and \$1.10 per day for labor. We call attention to the fact that not less than six cents per day is taken out of the wages of the man

who receives \$1.60, and not less than three cents from the man who receives \$1.10 per day. These rates of wages are for a day of ten hours. When the Baltimore and Ohio Company reduces the hours to eight per day, wages are proportionately less, but the assessment above given goes to that legalized robbery, known as 'The Baltimore and Ohio Railroad Employes' Relief Association,' just the same! All employes who receive a salary not exceeding \$2,000 a year are compelled to connect themselves with this so-called 'Relief Association,' in lieu of which they are forced to seek employment elsewhere."

"One of the iniquitous rules of this gigantic scheme is that all men seeking employment must undergo a thorough medical examination, and must be under forty-five years of age, thus debarring men of employment who have large families depending upon them. If this rule continues, what is to become of the surplus of labor that is thrown upon the market over forty-five years of age? The rules and regulations of this 'Relief Association' take away our liberty of action, and make us subservient to the will of monopoly. \* \* \* \* We have some conception of what a Bureau of Labor was intended for in this and other States. \* \* \* \* We hope that this matter will receive your favorable consideration." My conclusions on this subject are presented in the following chapter.



---

---

RAILROAD EMPLOYES',

RELIEF ASSOCIATIONS.

---

---



## CHAPTER II.

### RAILROAD EMPLOYES', RELIEF ASSOCIATION.

This is the first opportunity afforded to the Industrial Bureau to present an official report on this subject.

The quotations contained in this report are to be found in a monograph entitled "The Relations of Railway Managers and Employes," by Dr. W. T. Barnard, published by the "Press of Employes Relief Association," 1886. To avoid constant repetition of the title, all reference to pages in the following report refers to this work.

The Baltimore and Ohio Railroad Company first established a relief association for their employes under an Act of the Legislature of 1882. It has been gradually extended to embrace insurance, pension, savings, library and building features, and although no such provision is to be found in its constitution and by-laws, in operation it has become compulsory.

This objectionable feature has been established by means of a form of agreement which such employe enters into with the Railroad, in which he agrees to become a member and also to refrain from instituting any legal proceedings against the company in case of accident.

It is a subject which has been constantly brought to the attention of the Bureau by railroad employes. This office has therefore made as thorough an examination of the system as its means and opportunities would permit. Many personal interviews have been had with the workmen, although great difficulty has been experienced in securing an expression of their views, owing to the fear that their names might be used in this report.

The Baltimore & Ohio Railroad Company has courteously furnished me with reports, &c., which have been thoroughly examined, and therefore, while the conclusions hereafter submitted are not dogmatical, they are based on the best data obtainable.

I have come to the conclusion that it is a subject which involves the discussion of principles more than facts. Reduced to an equation it is simply a question of the independence of American labor.

Railroad Relief Associations, are based on English and European systems of employment. The theory of their right to exist is the prevailing European theory that labor is the servant and capital is the master. It is feudalism in modern garb. The assumption by the employer that he has a certain paternal responsibility towards his employe. That because he employs the workman he is responsible for his social condition ; that as master it is his duty to supervise his servant, not only in his workshop, but to follow him to his home and provide for the sanitary, moral and intellectual condition of the man and his family. Dr. W. T. Barnard (p. 18) instances five English and European corporations conducting relief associations similar to those in operation in this State, and as illustrative of their beneficial effect says "many of these societies reach much further than mere relief, and provide for the moral, and intellectual training and entertainment of their members and their children. \* \* \* \* \* And in other ways have exercised a paternal care and supervision over their interests."

The effect of this English system is in direct antagonism to American institutions. It creates and fosters class, it destroys individualism, it blights free institutions, and is more dangerous to Republican government, because it operates under the cloak of morality and benevolence.

It has taken a hold on our society unmolested, because the persons directly affected occupy positions in which they cannot effectually protest against its oper-

ations, and it produces smothered discontent among a large body of impoverished labor which is dangerous to the good government of this State.

Dr. W. T. Barnard (p. 9) says: "Increased remuneration for labor will not alone solve the problem under discussion, for railroad men are proverbially improvident as a class, and under certain conditions, increased payment means only increased extravagance.\* Therefore, a wise policy, if not higher considerations than those of self-interest, should prompt the management of large corporations to provide, even at considerable expense or financial risk, not only for the protection of their employes from or indemnity for the effects of injuries, but also for their physical, mental and moral improvement, so as to render them contented, zealous and forbearing." As an "admirable illustration of this system, the author cites the cotton spinning factories of Windisch, near Zurich, describes the picturesque surroundings of that establishment, and says: "The work people remain in the firms' employ from generation to generation, \* \* \* \* \* look with *natural* dependence upon it, and the firm uniformly maintains its fatherly protection over all permanent employes;" as a result, "There are no strikes, which is attributed to the great consideration and forbearance shown by the work people themselves in times of financial depression," and as a highly satisfactory result the "Work people are reported as remarkably cleanly and well dressed,

\* \* \* \* \* which, considering that, as compared with the English and American standard, their incomes are very small, is gratifying evidence of the beneficial effects of such a system." It is curious to note in this connection that the same result is obtained by the practical application of this paternal "system" in Maryland.

---

\* The average pay of mechanics is \$1.60 per day, and the average pay of laborers \$1.10 per day of ten hours, less the assessment for insurance, six cents and three cents.

Dr. W. T. Barnard says, (p. 38) "It is the almost unanimous testimony of the railroad company's officials that it would now be difficult, if not impossible to inaugurate a general strike among the members of the association."

Now, on general principles, strikes are deservedly held to be injurious to the community, but there is one characteristic, without which no strike can take place, and that is a sentiment of independence and self-reliance animating the men. It is the spirit which founded our government, developed our country, and created American institutions. Can it be that this "system" prevents strikes because it saps the independence of the workman, because it binds men in absolute dependence, because a change of residence or occupation means a surrender of vested interests, which, while small, are of paramount importance to the poorly paid workmen who, therefore, venture to grumble and complain only when out of the hearing of their master? Is not such a condition of labor more dangerous even than strikes?

In this connection I quote (p. 38): "Besides the many patent advantages accruing to the company from the savings' fund and building features, is the important one of converting a proverbially migratory force into a permanent one, which is gradually locating itself at points where the *company's* interests will best be subserved and protected." \* \* \* \* Railroading "always requires a devotion to corporate interests from its staff-officers and many subordinates, and necessitates the sacrifice of *their independence* and all opportunity of securing competence in other channels."

It is a railroad *shop* proverb that employment in it, for more than one year, means life-long servitude. Workmen say they "get into a rut" and cannot get out; that the railroad shop so shuts them in from the general field of labor as to prevent them finding other employment; and even when men break loose and seek

a living outside, it is a shop tradition that such are fated at some time to return.

The spirit which animates great bodies of concentrated labor is important to be considered in legislation. The spirit that induces immigration, that prompts men to abandon home and country and come West, is the spirit of rebellion to European servitude. It is the European "system" that drives them to seek liberty on our shores. I respectfully submit that American legislation alone can hold in check this "system," which, nursed by royal commissions and monarchical governments, has been transplanted into our midst by railroad corporations. Against this system the railroad employes of our State protest. They value personal liberty more than picturesque dependence. They ask: "What would be said if *we* formed a society to inspect the moral, intellectual and sanitary condition of the employer? If we demanded that *he* should insure, and compelled the method of his insurance? If *we* established a "system" to make railroad corporations "Contented, zealous and forbearing"?

The employes claim that railroad corporations are artificial bodies, which they (as citizens) helped to create; that such a corporation is granted by statute certain franchises, which are limited by the purpose for which the corporation was created, to wit, to act as a common carrier; and the labor of the State, as part of the general public, retains individual rights and liberties which such corporation is bound to respect.

They claim that when public bodies move outside their legitimate bounds, even for the purpose of engaging in moral schemes, and that even for the declared good of their employes, that they are bound to submit to the supervision of the State, and ought to be held under its control. They claim it to be a part of the bargain the people make with their government that they shall be protected in these rights. That illegal coercion, under whatever form, is dangerous to free government and destructive of those funda-

mental rights guaranteed to us under the Constitution, viz., the right of life, liberty and the pursuit of happiness; and an assumption of the right to provide for and protect labor, however theoretically moral, when in restraint of individual liberty, is subversive of the principles of good government.

They strenuously maintain that what a man honestly earns he has the right to dispose of at his own pleasure, and that no power, except the sovereign power of the law, has a right to tax him, against his will, one cent for any purpose whatever, even on the theory of devoting it to the benefit of himself and family. That under our system investigation by proper authority is the safeguard of the people's rights; that it creates public opinion, which, after all, is the most potent power in the Commonwealth, and which alone can preserve the supremacy of the law in the administration of equal justice to both labor and capital. Holding these views, the employes have continually rebelled against the "system." When it was proposed by the Pennsylvania Railroad to inaugurate the "system," the B. & O. employes wrote the following characteristic letter to the workmen of the Northern Central Railroad. (July 15, 1886.) It was addressed to them as "Brothers in distress," and after entreating them to stand firm in their opposition, the letter continued:

"Long and earnestly we have been praying and waiting for our emancipation from the degrading chains of compulsory insurance. It is slowly coming in the form of organization, and we will yet be able to make our demands, and sustain them also. Your company gives the men until July 31st to enter without an examination; after that it will be compulsory, and no man over 45 years of age will be taken in, which is equivalent to saying that they will be discharged, and yet we call this a free country. If you allow them to dictate in the matter of insurance, the day is not far distant when they will build houses for you to live in, open stores for you, and tell whom you shall marry.

After you die they will bury you in graves that they have dug while you were living."

On March 31st, 1886, a convention of 324 delegates of the Pennsylvania Railroad system, representing 27 divisions, met the general manager in Philadelphia and vigorously protested against the creation of an employes relief association.

The proposed plan compelled the employes to pay 75 cents per week out of wages: the benefits to be \$7.00 per week during sickness and \$50.00 in case of death. In respect to this demonstration the management of the road modified the plan; abolishing the compulsory feature, but it is curious to note that while one delegate at this conference said, "We don't want the fund modified or unmodified, and we won't have it," yet the fund was established, the "system" was put in operation and, with the exception of its being compulsory, it is in other respects practically the same as the parent system conducted by the Baltimore & Ohio Railroad.

The men in the employ of the Northern Central Railroad express a hope that the system may be abolished in the Baltimore & Ohio Railroad. Many of them fear that while the Pennsylvania Railroad system is at present *voluntary*, that it may, with increasing strength bind them as the B. & O. has bound their employes.

Pursuing this investigation, it is right to enquire whether the profession of benefiting the employe is the true cause of the existence of railroad employes relief associations? This is answered by the frank statement of the author already quoted, who says: (p. 39.)

"It is far better to have it understood that self-interest is to be the governing consideration on both sides." And again (p. 3): "Philanthropy and benevolence find no resting place in the bosom of the average railroad shareholder."

The following official statement of the finances of the Baltimore and Ohio Employes' Relief Association,

up to Sept. 30th, 1887, suggests a very practical business enterprise.

Report on the condition of the Baltimore and Ohio Employees' Relief Association on September 30, 1887—

	1887.	1880-1887.
Gross cash balance on hand at the end of last year was.....	\$ 184,157 09	
Receipts from the employees of the B. & O. R. R. Co. during the past year, and during the seven years' existence of this association, have been.....	358,533 59	\$1,854,661 46
Receipts from interest on investments, and from monthly cash deposits with the treasurer of the B. & O. R. R. Co., and from interest on the \$100,000 endowment by the B. & O. Co., have been..	8,816 84	66,606 65
	<hr/>	<hr/>
Making a cash total of.....	\$551,507 52	\$1,921,268 11
Disbursements during the same period for sickness, accident and natural death, and by dividends paid by increasing the natural death losses; for surgical and medical expenses, and for preparing and publishing monthly and annual reports, have been.....	346,776 27	1,716,536 86
	<hr/>	<hr/>
Leaving a gross cash balance of....	\$204,731 25	\$ 204,731 25
To this balance of cash must be added for interest due by B. & O. R. R. Co. on deposits of cash.....		654 70
And dues of the Savings Bank for extra insurance of borrowers.....		521 00
	<hr/>	<hr/>
Making the total resources.....		\$ 205,906 95
	<hr/>	<hr/>
From this liabilities must be deducted to obtain surplus:		
These are for disablements occurring in 1882.....	\$ 2,439 50	
" " " 1884.....	533 00	
" " " 1885.....	528 50	
" " " 1886.....	1,547 00	
" " " 1887.....	93,276 72	
	<hr/>	<hr/>
	\$ 98,324 72	
And reserve on life risks.....		36,437 47
	<hr/>	<hr/>
Making a total of liabilities of.....		\$ 134,762 19
	<hr/>	<hr/>
And showing a net surplus of resources over liabilities..	\$ 71,144 76	
	<hr/>	<hr/>

Insurance, building and saving associations are generally conducted for profit, and the advantages to the road must be great in proportion to the magnitude of its business.

The figures given are quite arbitrary, Dr. W. T. Barnard says (p. 31): "The condition of the fund is annually investigated and reported on by a proper and competent person to be selected by the managers for that purpose; and any surplus remaining at the end of each year is devoted to the reduction of the rates of contributions by members, or in such other manner disposed of, as in the judgment of the committee will best subserve the interests of the association."

It has long been a fixed principle of the State government that such institutions should be periodically investigated by actuaries responsible to the government. This is not so in railroad associations of the kind under consideration, but, taking the figures submitted in the official reports of the B. & O. Association as a basis, we find an institution having in 1886 a membership numbering 18,400, distributing \$929,940.14 in 42,930 separate payments (p. 19), and holding at the end of the year a gross cash balance of \$184,157.09 without any responsibility to any authority other than its own managers.

It may be said that there are like features in other building and beneficial societies, but railroad associations differ from all others in the fact that they are not voluntary institutions, but derive their membership and incomes under a compulsory process more absolute in its operation than the taxation of the State.

By this institution the B. & O. Railroad corporation secures immunity from prosecution, for since 1880 "it has not had a dozen such suits, and this almost total immunity from vexatious litigation with its employes has of itself been a *saving of several times* the entire expenditure on the Association's behalf" (p. 37). It therefore follows that whatever benefit is derived by the employes is derived out of their own earnings,

which are held by the general treasury of the road to its use.

The employes have no control over the distribution of the fund, which is "invested by the managers in United States bonds, Maryland State and Municipal bonds, Baltimore & Ohio Railroad bonds, or *obligations*, or other first-class *securities*. All securities and moneys necessary to meet current expenses are intrusted to the official custody of the treasurer of the Baltimore & Ohio Railroad Company to be held subject to requisition of the committee of management" (p. 30).

The committee of management consists of nine members, four of whom are selected by the company, and five are selected by the contributors (p. 31); and "the managers are the exclusive judges as to whether injuries have been caused or received (by accident), and their decision *shall* be *final* and *conclusive*" (p. 28). The following is a list of the committee of management for 1887, of the Baltimore & Ohio Employes' Relief Association :

#### COMMITTEE OF MANAGEMENT OF THE RELIEF, ANNUITY AND PENSION FEATURES.

The President of the B. & O. R. R. Co., Ex-Officio.

Mr. David Lee, General-Superintendent, Chairman.

Mr. Andrew Anderson, Assistant to President.

Mr. Bradford Dunham, General Manager.

Mr. John Bradshaw, Supt. of Construction and Repair.

Mr. A. J. Cromwell, Asst. Supt. of Motive Power.

Mr. Arthur Sinsel, Sup'r, Bldg, Bridges and Water Stat's

Mr. Thomas Fitzgerald, Superin'dent, Eastern Division.

Mr. F. H. Britton, Superintendent, Chicago Division.

Mr. I. N. Kalbaugh, M. Mechanic, Pittsburgh Division.

In consideration of the benefits accruing to the railroad company they have from time to time passed resolutions in the board donating money for endowment purposes. These sums appear on the balance sheet published by the association.

I conclude that the object and intention of this "system" is two-fold.

1. To relieve the railroad company of law suits and make the fund, arbitrarily deducted from the men's earnings, bear the expense of accidents and deaths occurring in the railroad company's service, and

2. Through its other features, *i.e.* savings, pension, building, sanitarium, &c., to organize a body of workmen who will be absolutely bound to the railroad company's service by ties of personal necessity.

It rests for the Legislature to say whether such power in the hands of a railroad corporation is proper and safe, and if so, whether it is right that it should be exercised without government supervision.

If the law under which these associations operate is a good and wise act of popular government then all the minor details of conduct such as classification of risks, medical examination, refusal to admit to service applicants over forty-five years of age, &c., are also unobjectionable.



---

---

STRIKES & ARBITRATION.

---



## CHAPTER III.

### STRIKES AND ARBITRATION.

Strikes are at all times productive of distress, and often when successful, as I believe they are in a majority of cases, they prove to be an expensive expedient.

Yet, reviewing the facts presented in the following chapter, we must admit that strikes practically represent the opinions of a large body of men who are the citizens of the Commonwealth, whose toil creates the wealth and whose votes influence the government of the State.

Wise men say workmen ought not to strike ; that it is a serious injury to them to strike ; that they would be better off if they did not strike, &c. Yet strikes come, and the fact that they come is a strong answer to their theoretical opponents.

I have met many workmen who deprecate strikes, and regarding them only in the light of the want and suffering they often produce, it is natural to protest against the system. Yet I have never met any one who could, when confronted squarely with the wages problem, suggest a more natural or direct thing for a man to do when a dispute arose respecting wages than to enforce his demands by refusing to work.

Arbitration, desirable as it is, and endorsed by the enthusiastic advocates who have nobly endeavored to establish the principle in practice, will never absolutely abolish strikes any more than the “peace commission” will abolish war,

Arbitration often prevents, and always ameliorates strikes, and materially assists in their settlement, but the substance of the strike and the spirit that animates it exists before the necessity for arbitration arises.

Theorize as we may, strikes come. Labor organizations do not create them. Although, as a general rule, they *order* them.

Strikes are the result of strong convictions of wrong entertained by the workmen. It is the members who compel the Union to act in its official capacity. It is well that fact should be understood. There are no organizations more democratic or independent than Trade Unions. No officers ever elected in them can control them, although their influence may at times modify their action, for when the Union enters upon a strike it is when the members have reached the fighting point and no other resort will satisfy them. They may lose the battle, and hundreds of others may suffer, but the fact remains that as war comes, so come strikes. What would be the condition of the wageworkers to-day if there had not been strikes? is an interesting question often propounded.

Strikes are an element in the struggle for existence. They are the safety valves which avoid revolution in popular government, and a strike of any magnitude does not occur unless some radical wrong in their condition drives the workmen to the extremity. No class of men fear a strike so much as the men who do the striking, for they live under its dark shadow, and pinch and starve, and even die victims to its inexorable law.

I believe that the intelligent workmen of Maryland fully realize the injury which results to trade through the inauguration of strikes, and as fully regret the fact. The disturbances we have experienced in the coal fields, in the shipbuilding trades, in the glass manufacture and other industries, have afforded examples of the long-reaching and destructive results produced by strikes, the volume of business which has been driven away from the State, which has been frightened off by trade disturbances, no one can estimate; and it is only by wise forbearance on the part

of both capital and labor that such misfortunes can be avoided in future.

Yet, in this respect we have been more fortunate than some of the other States of the Union. There have been no strikes of great magnitude in numbers, except the coal miner's strike in March, 1886, and the strikes for eight hours in the building trades in May, 1886, and I question whether either of these disturbances was so generally injurious to the trade of Maryland as the long continued strike of the shipcarpenters and caulkers, which commenced August 3rd, 1885 and terminated April 14th, 1886, although in numbers the latter strike only involved 450 men.

More strikes have occurred during 1886-87 than during 1884-85.

In 1884-85 there were 13 strikes by 11 trades, involving 2,102 men. Eight succeeded and 5 failed.

In 1886-87, omitting the lock-outs and strikes which were the result of the eight hour agitation, and considering only the strikes arising from individual causes, there were 34 strikes by 29 trades, involving 8,736 men; of these 20 succeeded and 14 failed.\*

This fact illustrates a rule which, with few exceptions, will be found true, that strikes occur in "good" times, when the demand for labor gives the workman an opportunity to squeeze a larger proportion of the profit into his own pocket, and so there is a continued action and reaction taking place in the labor world. The strike in "good" times forces up wages, but it frightens capital, prevents free investment, locks up money, and "hard" times ensue. Then labor organizes to protect itself against itself, and "ratting" takes place, and the history is repeated. And yet, taken altogether, strikes have served their purpose. Some that have been won have been dear victories for labor, but they have established principles, and before labor reached the Senate chamber and formulated

---

\*The strikes for 1887 are reported up to Dec. 1st, 1887.

laws they constituted the *only* weapon of defense at its disposal.

Arbitration, with the power of the law behind it, is the only practical method by which the rigor of the strike will be abated and their number be materially reduced.

I am indebted to the National Labor Bureau for tables included in this chapter, the Hon. Carroll D. Wright having placed them at the disposal of this office by permission of the Hon. L. Q. C. Lamar, Secretary of the Interior. There are some strikes noticed which were caused by the eight-hour movement of 1886, and which appear in my general review of that period further on, but are not otherwise particularly specified by me, they being part of a general trade disruption. There are also some small strikes, which are noticed by me in detail, which have been omitted in these tables. They contain, however, invaluable information on the subject, reaching back as they do to 1881, a period prior to the existence of this office, and coming down to November, 1886, and they furnish a very accurate basis for deductions respecting the causes and effects of these labor disturbances.

It will appear from a consideration of these tables that during the period over which the inquiry extends, viz : from 1881 to 1886 inclusive, or six years, the trade of this State experienced 374 strikes, involving 12 specified industries and 4 strikes which occurred in miscellaneous trades. The employes actually engaged numbered 16,347 and including all parties involved there was a grand total of 18,953 individuals. The loss which employes suffered in wages was \$904,150 and \$92,901 was expended to maintain the struggle. The employers loss was \$598,705 or \$205,445 less than that of the employes. Yet labor won in the majority of these contests. Of the whole number 194 strikes were successful, 114 partially succeeded, and only 66 failed. The total duration of these strikes extended to an aggregate of 17,718 days, or an average for each strike

of 47.4 days. The figures representing the number of strikes ordered by organizations are very significant ; the number being 337 as against 37 voluntary strikes ; but this is occasioned by the fact that all strikes occurring among organized labor are credited to the union, and also by the fact that in all such strikes the executive officers of the union are necessarily required by their position to inaugurate the strike, it does not by any means prove that the union *originated* it. It certainly emphasizes the fact that organization affords the strength which labor requires to fight its battles against oppression and wrong, and that by organization alone it can hope to attain a recognition of its rights. The loss in employment is comparatively small, the total number of hands employed before the strikes being 19,272 and those employed afterwards numbering 19,002 or 270 less.

The figures, however, which represent the difference between new and old hands, or those who came in since the strike to dispossess those engaged, represent in effect the men who fell in the battle and suffered for the cause they espoused. The *new* employes found after the strikes represent a total of 1,206, with new labor imported into the State during the emergency of the strike, numbering 1,078.

The whole number of establishments involved was 307, which were closed an aggregate of 11,704 days, or an average of 37.9 days each.

From 1882 to 1886 inclusive, we have reports of five lock-outs. The establishments remained closed 225 days, and involved to the employes the loss of 320 days' work and \$11,362 wages, with an expense of contributed assistance amounting to \$27,026. The employers lost \$25,620, or \$1,406 less than the employes, yet they failed to bend the men to their will three times out of five. These three successful resistances were made by the glassblowers, who have one of the best organizations in the United States, including the

entire trade in its branches, and reaching even to foreign countries.

If success in this world is always to be judged on the mercantile basis of dollars and cents, then the facts presented are conclusive—that labor loses by strikes. I am not prepared, however, as the result of some experience and observation, to undervalue the moral effect of strikes.

We have to pay sometimes for the maintenance of principle. To this end the race has paid the price of blood as well as money, and the fact of the great proportion of these strikes which succeeded, and partly succeeded, to wit, 308 to 66, or 21.42 per cent., suggests that there were many principles involved beyond mere monetary advantages, and which labor fearlessly upheld. Beyond all this there is an unknown factor in the possibilities which might have come except for these strikes, of the worse evils which they may have averted, all of which has properly to be considered in determining the conclusion.

Statistics lead us to results, but human affairs require an elasticity of judgment which reaches beyond mathematical confines and enters the region of that sentiment which, after all, represents a great part of the human nature involved in labor strikes.

---

---

**TABLES SHOWING THE STRIKES  
AND  
LOCK-OUTS**

BY INDUSTRIES, INCLUDING DETAILS OF CAUSE,  
NUMBER OF HANDS INVOLVED, COST,  
RESULTS, &c., FROM

**1881 TO 1886.**

---

---



## I. STRIKES.—BY YEARS AND INDUSTRIES.

INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Establishments.		Days Closed.	Beginning of Strike.	Duration (days).	Succeeded.	Loss.	Assistance.	EMPLOYEES'	Employers' Loss.
			Ordered by Labor	Number.								
<i>1881.</i>												
<i>Leather and Leather Goods—</i>												
Harness makers.....	Baltimore.....	For increase of wages.....	Yes.	8	29 July	15 Aug.	13, '81	29 No.	\$4,500	\$1,250	\$2,500	
<i>Miscellaneous—</i>												
Ice cutters.....	Port Deposit.....	Against reduct'n of wages.	No.	3	..	Jan. 11	Jan. 13, '81	2 Yes.	1,650	...	500	
<i>1882.</i>												
<i>Metal and Metallic Goods—</i>												
Can makers.....	Baltimore.....	For increase of wages.....	No.	15	4 July	1 July	5, '82	4 Yes.	1,440	...	500	
Can makers.....	Baltimore.....	For increase of wages.....	Yes.	15	5 Aug.	12 Aug.	17, '82	5 Yes.	2,250	1,000	3,000	
<i>Mining—</i>												
Miners and drivers, coal.....	Barton & Westernport.	Against reduct'n of wages.	Yes.	4	163 Mar.	14 Aug.	24, '82	163 No.	58,500	2,310	33,000	
Miners and drivers, coal.....	Frostburg.....	Against reduct'n of wages.	Yes.	3	163 Mar.	14 Aug.	24, '82	163 No.	157,500	3,675	115,500	
Miners and drivers, coal.....	Lonaconing.....	Against reduct'n of wages.	Yes.	4	163 Mar.	14 Aug.	24, '82	163 No.	123,000	3,725	65,000	
<i>Metal and Metallic Goods—</i>												
Cann makers.....	Baltimore.....	For increase of wages.....	Yes.	22	66 May	1 July	6, '83	66 Yes.	25,000	1,500	15,000	
<i>Printing—</i>												
Drivers, coal.....	Lonaconing.....	For increase of wages.....	No.	1	5 Mar.	16 Mar.	21, '83	5 No.	1,800	...	500	
Drivers, coal.....	Lonaconing.....	For increase of wages.....	No.	1	3 Mar.	18 Mar.	21, '83	3 No.	1,000	...	500	
<i>Stone Quarrying and Cutting—</i>												
<i>Tobacco—</i>												
Cigar makers.....	Baltimore.....	Against reduct'n of wages.	Yes.	1	22 Jan.	26 Feb.	17, '83	22 Yes.	180	4	75	
Cigar makers.....	Baltimore.....	Against reduct'n of wages.	No.	1	10 Mar.	5 Mar.	15, '83	10 Party.	600	250	200	
Cigar makers.....	Baltimore.....	For increase of wages.....	Yes.	2	18 May	1 May	19, '83	18 Yes.	588	240	250	
Cigar makers.....	Baltimore.....	Against reduct'n of wages.	Yes.	1	7 Aug.	25 Sept.	1, '83	7 No.	30	12	20	
Cigar makers.....	Baltimore.....	Against reduct'n of wages.	Yes.	1	14 Nov.	24 Dec.	8, '83	14 Yes.	40)	117	200	

I. STRIKES.—By Years and Industries.

INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Establishments.		Employees.	Assistance.	Employers' Loss.
			Number.	Days Closed.			
1884.							
<i>Boots and Shoes—</i>							
Baltimore.....	Baltimore.....	Against reduct'n of wages. No.	1	35 Feb.	5 Mar. 11-'84	33 Yes.	\$2,500 \$600 \$1,000
Tailors.....	Baltimore.....	For increase of wages..... Yes.	1	... Dec. 31	Mar. 1-'85	60 No.	2,500 1,600 3,000
<i>Clothing—</i>							
Baltimore.....	Baltimore.....	Against reduct'n of wages. Yes.	1	6 Mar.	23 Mar. 29-'84	6 Yes.	20 5 10
<i>Cigars—</i>							
Cigar Makers.....	Baltimore.....	Against reduct'n of wages. Yes.	1	... Apr. 5	Apr. 12-'84	7 Yes.	20 6 ....
1885.	Oyster Shuckers.....	Against reduct'n of wages. No.	4	... Jan. 19	Mar. 2-'85	42 No.	5,000 3,000 2,000
<i>Glass—</i>							
Apprentices, Bottle Glass Works..	Baltimore.....	Against discharge of 45 journeymen..... No.	1	... Feb.	1 Sept. 1-'85	212 Yes.	30,000 7,000 10,000
Employees, Bottle Glass Works ..	Cumberland.....	Against apprentices doing journeymen's work.... Yes.	1	21 July	16 Aug. 6-'85	21 No.	2,646 4,000 3,000
<i>Metal and Metallic Goods—</i>							
Can Makers.....	Baltimore.....	For increase of wages..... Yes.	23	30 Apr.	1 May 1-'85	30 Yes.	12,000 500 10,000
Monitors, Stove Foundry...	Port Deposit.....	For increase of wages..... No.	1	30 Apr.	8 May 8-'85	30 No.	2,215 350 5,000
Can Makers.....	Baltimore.....	For increase of wages..... Yes.	23	4 Sept.	1 Sept. 5-'85	4 Yes.	3,900 .... 1,000
<i>Shipbuilding, etc.—</i>							
Carpenters and Caulkers.....	Baltimore.....	Against reduct'n of wages. Yes.	6	276 Aug.	3 May 6-'86	276 Partly.	60,000 5,016 40,000
<i>One Quarrying and Cutting—</i>							
Stone Cutters.....	Baltimore.....	For reduction of hours ... Yes.	1	10 Mar.	9 Mar. 19-'85	10 Yes.	1,672 800 200
<i>Associated—</i>							
Employees Piano Factory.....	Baltimore.....	For discharge of foreman.. Yes.	1	31 Dec.	17 Jan. 17-'86	31 Yes.	3,000 1,000 10,000
1886.	Employees.....	For increase of wages..... Yes.	34	19 Apr.	1 Apr. 20-'86	19 Yes.	30,000 3,000 25,000
<i>Riches—</i>							
Employees.....	Baltimore.....	For increase of wages..... Yes.					

I. STRIKES.—BY YEARS AND INDUSTRIES.

59

INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Establishments.	Days Closed.	Debiting.	End.	Succeeded.	Duration (days).	Loss.	EMPLOYEES'		Employers' Loss.
										Number.	Organized by Labor Organization.	
Building Trades— Retailers— Wholesale— Employees—	Baltimore.....	For reduct'n of hrs. & w'gs Yes.	50	29 May 3 June 1 '86	29 Partly.	3 June 1 '86	29 Partly.	\$46,000	\$5,000	\$75,000		
Baltimore.....	Baltimore.....	For reduction of hours....	17	43 May 3 June 15 '86	43 No.	3 June 15 '86	43 No.	20,000	2,500	15,000		
Baltimore .....	Baltimore .....	Against'se of apprentices Yes.	1	88 Sept. 1 Dec. 28 '86	88 No.	88 Sept. 1 Dec. 28 '86	88 No.	30,000	2,000	3,000	...	
Baltimore.....	Baltimore.....	For reduction of hours....	20	29 May 3 June 1 '86	29 Partly.	3 June 1 '86	29 Partly.	10,000	500	10,000		
Baltimore.....	Baltimore.....	For reduction of wages....	1	112 Aug. 8 Nov. 28 '86	112 Yes.	112 Aug. 8 Nov. 28 '86	112 Yes.	44,640	3,000	3,000	...	
Northeast.....	Barton and vicinity....	For increase of wages....	1	72 Mar. 8 May 19 '86	72 No.	8 May 19 '86	72 No.	162,000	6,850	78,500		
Tinners, coal, linings— Public Works Construction— Construction hands, railroad— Construction hands, railroad— Building, etc.—	Anne Arundel county.....	For increase of wages....	1	2 Mar. 1 Mar. 3 '86	2 No.	1 Mar. 3 '86	1,000	...	500	500	500	
Employees.....	Annapolis.....	For increase of wages....	1	3 May 11 May 14 '86	3 Yes.	3 Yes.	3 Yes.	300	...	250	250	
Baltimore.....	Baltimore.....	For discharge of two non-union men.....	1	1 Oct. 18 Oct. 19 '86	1 Yes.	1 Oct. 18 Oct. 19 '86	1 Yes.	36	...	36	36	...
Texas.....	Baltimore.....	Against rednet'n of wages. No.	1	69 Nov. 24 Feb. 1 '87	69 Yes.	69 Nov. 24 Feb. 1 '87	69 Yes.	1,842	1,350	2,000	1,350	2,000
Baltimore.....	Baltimore.....	For increase of wages....	45	.. June 14 Oct. 14 '86	122 Yes.	.. June 14 Oct. 14 '86	122 Yes.	40,000	24,007	45,000		
Employees, cigar factory.....	Baltimore.....	For increase of wages....	1	.. Apr. 14 Apr. 28 '86	14 No.	.. Apr. 14 Apr. 28 '86	14 No.	1,575	600	10,000	1,346	600
Transportation— Drivers, street railway.....	Baltimore.....	For increase of wages....	3	.. Apr. 15 Apr. 22 '86	7 Partly.	.. Apr. 15 Apr. 22 '86	7 Partly.	650	9,500	9,500	1,000	650
Taxodores.....	Baltimore.....	For increase of wages....	6	.. May 28 June 3 '86	6 No.	.. May 28 June 3 '86	6 No.	2,500	...	1,000	1,000	1,000

### III. STRIKES—BY YEARS AND INDUSTRIES.

INDUSTRIES AND YEARS.	AVERAGE DAILY WAGES.		EMPLOYEES STRIKING		EMPLOYEES STRIKING AND INVOLVED.		NEW EMPLOYEES AFTER STRIKE.		WEEKLY WORKING HOURS.	
	Before Strike.		After Strike.		Daily Pay.		Female.		Male.	
	Female.	Male.	Female.	Male.	Total.	Female.	Total.	Female.	Total.	Male.
1881.										
<i>Leather and Leather Goods—</i>										
Harness makers.....	175	175	175	175	\$1.33	\$1.33	125	\$1.66	\$1.66	175
<i>Miscellaneous—</i>										
Ice cutters.....	675	675	675	675	1.50	1.50	550	1.50	1.50	550
1882.										
<i>Metals and Metallic Goods—</i>										
Can makers.....	300	300	300	300	1.20	1.20	300	1.20	1.20	300
Can makers.....	300	300	300	300	1.50	1.50	300	1.50	1.50	300
<i>Mining—</i>										
Miners and Drivers, coal.....	585	585	585	585	1.85	1.85	477	2.24	1.60	585
Miners and Drivers, coal.....	1575	1575	1575	1575	1.85	1.85	1267	2.24	1.60	1575
Miners and Drivers, coal.....	1230	1230	1230	1230	1.15	1.15	1100	2.24	1.60	1230
<i>Metals and Metallic Goods—</i>										
Can makers.....	525	525	525	525	1.20	1.20	525	1.20	1.20	525
<i>Mining—</i>										
Drivers, coal.....	330	330	330	330	1.50	1.50	14	1.65	1.65	300
Drivers, coal.....	300	300	300	300	1.50	1.50	29	1.65	1.65	300
<i>Stone Quarrying and Cutting—</i>										
Stone cutters.....	225	225	225	225	2.70	2.70	289	3.00	3.00	225
<i>Tobacco—</i>										
Cigar makers.....	7	7	7	7	1.86	1.86	5	1.83	1.83	7
Cigar makers.....	50	50	50	50	1.33	1.33	30	1.50	1.50	50
Cigar makers.....	25	25	25	25	1.66	1.66	20	1.76	1.76	25
Cigar makers.....	5	5	5	5	1.66	1.66	15	1.66	1.66	5

## II. STRIKES—BY YEARS AND INDUSTRIES—Continued.

19

INDUSTRIES AND YEARS.	NO. OF EMPLOYEES.		AVERAGE DAILY WAGES.		EMPLOYEES STRIKING.		NEW EMPLOYEES AFTER STRIKE.		WEEKLY WORKING HOURS.	
			Before Strike.		After Strike.					
	Before Strike	After Strike	Male.	Female.	Male.	Female.	Male.	Female.	Total.	Before Strike.
<b>1883—Concluded.</b>										
Tobacco—										
Cigar makers.....	22	22	22	22	\$1.66	\$1.66	22	22	22	56
Boots and Shoes—										
Bottlers.....	70	20	50	20	70	1.33	83	1.50	1.00	42
Clothing—										
Tailors.....	22	22	22	22	2.25	2.25	22	2.25	2.25	22
Tobacco—										
Cigar makers.....	5	1	6	5	1	2	1.66	1.66	1.66	2
Cigar makers.....	1883,		200	200	200	1.20	200	1.00	200	200
Oyster shuckers—										
Glass—										
Apprentices, bottle glass works.....	270	270	270	270	1.25	1.25	45	1.67	1.67	270
Employees, bottle glass works.....	100	100	100	100	1.47	1.47	100	1.47	1.47	100
Metal and Metallic Goods—										
Can makers.....	650	650	650	650	1.10	1.10	650	1.10	1.10	650
Moulders, stove foundry.....	51	51	51	51	1.67	1.67	20	2.25	2.25	51
Can makers.....	650	650	650	650	1.50	1.50	650	1.50	1.50	650
Ship building, etc.—										
Carpenters and Caulkers.....	400	400	400	400	2.72	2.50	350	2.89	2.61	400
Stone Quarrying and Cutting—										
Stone cutters.....	63	63	63	63	2.95	2.95	23	3.25	3.25	63
Miscellaneous.										
Employees, piano factory.....	65	45	45	45	1.66	1.66	60	1.75	1.75	65
	15	15	15	15						60

## II. STRIKES—BY YEARS AND INDUSTRIES—Concluded.

INDUSTRIES AND YEARS.	NO. OF EMPLOYEES,		AVERAGE DAILY WAGES,		EMPLOYEES STRIKING,		EMPLOYEES STRIKING AND INVOLVED,		NEW EMPLOYEES AFTER STRIKE.		BROUGHT FROM OTHER PLACES.		WEEKLY WORKING HOURS.		
	Before Strike.		After Strike.		Before Strike.		Daily Pay.		Total.		Female.		Strike.		
	Male.	Female.	Total.	Male.	Total.	Female.	Total.	Male.	Total.	Male.	Total.	Before Strike.	After Strike.		
1886.															
<i>Bricks—</i>															
Employees.....	3000	3000	3000	\$1.25	\$1.63	\$1.25	\$1.63	3000	\$1.25	\$1.63	3000	3000	3000	60	
<i>Building Trades—</i>															
Carpenters.....	1000	1000	1000	2.50	2.50	2.50	2.50	1000	2.50	2.50	1000	150	150	60	
<i>Furniture—</i>															
Employees.....	500	500	500	1.33	1.33	1.33	1.33	500	1.33	1.33	500	500	500	60	
<i>Glass—</i>															
Blowers, bottle glass works..	200	200	200	2.00	2.00	2.00	2.00	200	2.00	2.00	200	200	200	60	
<i>Metals and Metallic Goods—</i>															
Employees, tin, etc., works...	275	275	275	2.00	2.00	2.00	2.00	275	2.00	2.00	275	275	275	54	
Employees, rolling mill....	300	300	300	1.60	1.60	1.60	1.60	300	1.60	1.60	300	300	300	60	
<i>Mining—</i>															
Miners, coal.....	3347	3347	3347	1.50	1.50	1.50	1.50	3347	1.60	1.60	3347	3347	3347	60	
<i>Public Ways Construction—</i>															
Construction hands, railroad..	500	500	500	1.00	1.00	1.00	1.00	500	1.00	1.00	500	500	500	60	
Construction hands, railroad..	100	100	100	1.00	1.00	1.00	1.00	100	1.25	1.25	100	100	100	60	
<i>Skip Building, etc.—</i>															
Caulkers.....	12	12	12	3.00	3.00	3.00	3.00	10	3.00	3.00	10	10	10	60	
<i>Stone Quarrying and Cutting—</i>															
Quarrymen, limestone.....	30	30	30	1.05	1.05	1.05	1.05	30	1.05	1.05	30	30	30	60	
<i>Tobacco—</i>															
Employees, cigar factory....	400	400	400	7	400	1.50	1.62	1.00	400	1.50	1.62	400	120	127	54
<i>Transportation—</i>															
Drivers, street railway.....	125	125	125	1.50	1.50	1.50	1.50	125	1.50	1.50	125	75	75	84	
Drivers, street railway.....	235	235	235	1.60	1.60	1.65	1.65	235	1.51	1.51	235	127	127	84	
Stevedores.....	350	350	350	2.00	2.00	2.00	2.00	350	2.00	2.00	350	100	100	60	

## I. LOCK-OUTS.

INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	EMPLOYEES.		Bmployers' Loss.	
			Establishments.	Employees.		
Glass— Employees window glass works....	Baltimore.....	Against demand for increase of wages..... Against demand for increase of wages.....	3 1	76 Sept. 1 Feb. 2 '83 91 Sept. 1 Dec. 1 '82	154 No. 91 Yes.	\$38,000 \$22,000
Employees window glass works....	Baltimore.....	Days Closed.			9,000	5,000
Tobacco— Cigar makers.....	Baltimore.....	Begun in Fr.				
Cigar makers.....	Baltimore.....	End.				
Glass— Employees window glass works....	Baltimore.....	Succeeded.	Duratin (days).			
		Assistance.	Loss.			
		EMPLOYEES.				

## II. LOCK-OUTS.

INDUSTRIES AND YEARS.	No. OF EMPLOYEES,		AVERAGE DAILY WAGES.		EMPLOYEES LOCKED OUT.		EMPLOYEES LOCKED OUT AND INVOLVED.		NEW EMPLOYEES AFTER LOCKOUT.		WEEKLY WORKING HOURS.	
	Before Lockout.		After Lockout.		Before Lockout.		After Lockout.		Before Lockout.		Brought from Other Places.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Total.	Female.	Total.	Male.
Glass—												
Employees, window glass works.....	181	181	181	181	\$3 00	\$3 30	181	\$3 00	\$3 30	181	50	50
Employees, window glass works.....	75	45	45	30	.....	3 00	75	3 07	3 00	75	45	45
Tobacco—												
Cigar makers.....	5	5	5	5	1 50	1 50	4	1 50	1 50	4	4	4
Cigar makers.....	3	1	4	3	1	1 50	1 00	1 60	1 00	1 38	1 45	3
Glass—												
Employees, window glass works.....	100	100	100	100	2 50	2 50	32	3 00	3 00	100	54	54

# ALL INDUSTRIES FOR ALL YEARS.

INDUSTRY.	Out'rd by Organi-zation.	ESTABLISHMENTS.	DURATION RESULTS. (Days).	EMPLOYEES'	NUMBER OF EMPLOYEES.		EMPLOYEES STRIKING.	EMPLOYEES NEW ESTABLISHING AND INVOLVED.	EMPLOYEES STRIKING AFTER STRIKE.	PROFESS. FROM OTHER PLACES.				
					Before Strike.									
					Total.	Male.								
Boots and shoes.....	1	35	35.0	\$2,500	\$1,000	70	20	42	90	..				
Bricks.....	1	646	19.0	646	30,000	25,000	3,000	3,000	3,000	..				
Building trades.....	50	1,450	29.0	50	46,450	5,000	1,000	1,000	1,000	150				
Clothing.....	1	..	60	60	1,500	1,600	3,000	222	222	18				
Clothing preparations.....	17	17	731	43.0	17	4	200	200	200	200				
Furniture.....	1	100	54.5	321	167.0	1	2	500	500	500				
Glass.....	2	3	232	29.0	232	8	4,500	570	570	150				
Leather and leather goods.....	8	150	39.4	3,961	26.4	99	50	1,01,445	175	125				
Metals and metallic goods.....	134	24	2,593	108.0	2,593	108.0	293,000	44,500	3,054	3,054				
Mining.....	222	2	2	1,300	1,300	1	24	503,800	7,367	7,157				
Public ways, construction, building, etc.....	7	7	1,657	231.7	1,657	1	6	60,036	750	600				
Stone quarrying and cutting.....	5	6	159	26.5	159	2	4	40,000	412	412				
Tobacco.....	62	1	95	13.6	5,512	105.5	51	41,838	7,200	318				
Transportation.....	4	6	10	1	31	7	5,424	1,150	516	517				
Miscellaneous.....	1	3	4	31	31.0	37	9.3	4,650	10,500	710				
Total.....	337	37	374	309	11,704	37.9	17,778	47.4	194	114				
										10,002				
										16,347				
										18,333				
										18,953				
										1199				
										7				
										1206				
										1078				

## EIGHT HOUR MOVEMENT.

The movement among organized trades all over the country to establish eight hours as an uniform working day involved during the early months of 1886 some 225,000 men. The furniture workers and building trades were the most conspicuous in enforcing this demand, and especially among them those branches of workmen who were organized in the German speaking trades Unions. Piece workers were more indifferent than those employed by the day, and not more than 40 per cent. of those who agitated, engaged in strikes or suffered lock-outs to secure their object. Some very wild figures were published at the time concerning the number who succeeded in reducing the hours of labor. As a matter of fact the movement was generally a failure, some trades which adopted the nine hour rule succeeded in reducing the hours of the day's work, and in the tobacco trade the employers generally took the initiative in establishing the system in their factories from ten to nine hours, and notably the bricklayer's trade, which may be said to have permanently established a nine hour day, also other trades such as the painters, stone cutters, roofers and stone masons, but the carpenters and other trades which maintained the eight hour rule have not succeeded. Nay more. In Maryland the climax of the eight hour agitation was the high tide of labor organization in the State, and it has languished ever since, whatever may be asserted to the contrary, and however secretly the numbers of organized labor may be preserved, it is a fact readily and universally admitted by all fairminded trade unionists, that the height of the labor movement of 1885 and 1886 was reached in the month of May of the latter year. Whatever activity there has been in organization has been in another direction since that. The prevailing idea has been since then to concentrate in trades. The tendency has been more towards trade

unionism than towards the mixed organization of the Knights of Labor. The reaction in this respect has been very marked. It is the exact opposite of the drift, since May, 1886, which preceded that epoch. Without claiming any extraordinary foresight in this regard, I recall the language of my Report for 1886 when I wrote, "I regard this sudden development as an overgrowth, and believe it will, to an extent, die off ; a part of this increase lacks stability of purpose, and misapprehends the possibilities, duties and objects of labor organizations." and I say that the forecast then made has proved true. Mr. Powderly calls this a "lopping off," and the term may be accepted, but the fact remains that the headlong rush of every kind and condition of labor to organize during the early months of 1886, and which led the Executive Board of the Knights of Labor to order local organizers to suspend for a time their operations, has resulted in a reaction which has produced a corresponding period of lethargy in Maryland. This reaction was to a great extent assisted, in the early part of 1886, by the effort to establish among the building trades a "card system," by which mechanics were bound not to work on the same buildings with others of kindred trades unless such workmen could show "cards" representing their good standing in their Trade Unions. This effort to establish the "card system" was made simultaneously in Maryland, with the eight hour demand, and assisted to defeat the entire movement. April 29th, 1886, witnessed a demonstration of Trades Unions in Baltimore numbering between 5,000 and 6,000 men, arrayed in support of the eight hour movement.

As early as January 8th, the German speaking Unions inaugurated a strong movement to bring it about. On February 16th, the Furniture Workers' Union, numbering 732 members, passed a resolution to make eight hours a rule on the 1st of May. At the same time the cigar makers, with 650 members, received instructions from their main body to cooperate. On February 19th, the Carpenters' Assembly, K. of L.,

representing 1,300 men, resolved to work only eight hours after May 3rd, expressing their willingness to accept a corresponding reduction of pay, and followed this, February 23rd, with resolutions defining the hours per day. On February 26th, the furniture workers addressed a circular to the employers requesting them to adopt the eight hour system. On February 11th the Bricklayers' Union, with 650 members resolved to make nine hours the working day after May 3rd, and they were followed by the slate roofers. On March 29th, the Plasterers' Union decided on nine hours. The tin and sheet iron workers, who first favored eight hours also declared for nine hours, also the stonemasons. In April the painters secured nine hours and on May 2nd, it was stated by the representatives of the bricklayers, in a meeting of the Master Builders' Association, that all the building trades had practically settled on a working day of nine hours, except the carpenters who held out for eight hours.

The result of this agitation was that on May 4th, one-half the carpenters were locked out by the adoption of the eight hour system, about sixteen firms employing men on the eight hour plan, and numbers of men working on scattered jobs quit work because their fellow workmen were not in possession of "cards." The entire building trades were demoralized at the season of their greatest activity, contracts were not made, capital, for a time, sought investment in other channels, and the two principal trades stood divided against each other on the subject of the hours they should work.

The furniture workers continued the struggle with varying success, actually removing their tools from some factories and supporting their members on strike contributions. Meanwhile the employers organized in opposition to the demand of the employes, and bound themselves by rules and fines to keep their factories closed except for ten hours work per day. The movement closed by disintegration. By degrees the men

made contracts to suit themselves, disregarded the "cards," worked more hours than eight, and often-times, urged by their necessities, entered into contracts accordingly. As an incident of this period, it may be well to state that the only co-operative factory of any size now in operation in the State resulted from the furniture workers lock-out for eight hours. Considered as a whole the movement was a success for the trades demanding nine hours, and a failure for those demanding eight hours.

The following is a review of the strikes and lockouts, which have occurred during the years 1886 and 1887, with the cause, number engaged, and results, so far as it has been possible for me to ascertain the information with accuracy. The strikes in progress at the close of the report of this office for 1885 were as follows: Piano makers, metal workers, and ship carpenters and caulkers.

#### PIANO MAKERS.

The piano makers received notice from their employers to remove their tools on January 19th, 1886, and complied with the notice January 24th. They received support in the shape of strike benefits from the New York office of the Pianoforte Makers' Union; also, from the Baltimore brewers, and the various trade organizations of Maryland. On March 24th, 1886, a general boycott of Stieff's pianos was attempted, with limited results. During the month of April, the asperities of the strike caused disorder, resulting in the arrest of some of the men, which was adjusted without serious consequences. This strike was finally ended June 30th, 1886, the men waiving all demands, twenty men returning to work immediately, and it being agreed that non-union men employed during the strike were to be discharged.

#### METAL WORKERS.

The metal workers employed in F. X. Ganter's show case factory returned to work May 11th, 1886, a com-

promise having been effected. The old scale of wages was to be paid, and the union undertook that wages in other factories should be raised to the same level.

#### SHIP CARPENTERS AND CAULKERS.

The ship carpenters and caulkers continued the strike during the month of January, 1886, having stood out nearly six months. At the close of January, one firm of employers granted their demands, the effect of the long continued disarrangement being exceedingly injurious to the shipbuilding interests of the State. The workmen supported their organization with great energy, and had a treasury reasonably well supplied, even during the month of March, which represented nine months of idleness. On April 14th, a committee of the Knights of Labor endeavored to settle the strike by arbitration, and signed an agreement with the employers, which the men protested against as unauthorized by them, and from which they appealed to the executive officers of the General Assembly. However, from May 7th to 10th, the men returned to work at the various yards on the basis of the arrangement effected by the District Committee of the Knights of Labor, which reduced carpenters' wages from \$3.00 to \$2.75, and caulkers from \$2.75 to \$2.50 per day. The men at work in the yards were to be fined \$10.00, and to connect themselves with some organization.

Thus ended a stubborn strike, which commenced August 3d, 1885, and continued 236 working days, representing a loss, at the reduced rates, of \$649.00 per man for carpenters; \$590.00 per man for caulkers; or, an aggregate of \$280,000.00 of wages, besides the loss in the shipbuilding industry, which cannot be computed.

The strikes and lock-outs originating during 1886 and 1887 are as follows:

#### FEBRUARY, 1886—MARBLE WORKERS.

A strike occurred February 25th, involving about forty men, in the shops of Hamilton and Mann, Balti-

more. This strike was ordered by the Marble and Free-stone Cutters' Union, of Baltimore City. The union claimed that on April 21st, 1884, an agreement was made between employers and employes by which the price of labor was fixed at \$3.25 for nine hours per day, except Saturday, which was to be eight hours. They further claimed that the firm required the men employed at the quarries at Cockeysville, Baltimore County, to work for \$3.00 per day of ten hours; that some of the men in said quarry were non-union men, and that the members of their organization were only working with them on sufferance of the union. The union further claimed that business was brisk, and that prices in New York, where their employers were engaged on a contract for St. Patrick's Cathedral, were \$4.00 for eight hours work. The employers claimed that Cockeysville was not within the jurisdiction of the Baltimore union, and that the men knew when they agreed to work there that they were to receive \$3.00 for ten hours' work.

The strike extended in a sympathetic way by the stonecutters stopping work on some buildings in course of erection in Baltimore City, and on March 18th, the men returned to work, the employers having acceded to their terms. The foreman at the Cockeysville quarries having joined the Union on the payment of a fine.

#### MARCH 1886—RAILROAD LABORERS.

A strike occurred on March 2nd, on the Annapolis and Baltimore Short Line Railroad, throwing out of employment 500 men. The laborers were Italians, colored and natives. They struck for an increase of pay from \$1.00 to \$1.50 per day. The majority of the men returned to work at the old prices within 48 hours.

#### MARCH 1886—COAL MINERS.

A general strike of coal miners throughout the George's Creek coal region occurred March 8th, 1886.

The strike was to obtain an increase of wages from 40 cents to 50 cents per ton for digging coal. By March 10th, all the men in the region were out. On March 23rd, the coal operators notified the men to remove their tools from the mines, and on March 29th, the companies paid off the men for work done previous to the strike. This strike involved 5,000 men and boys, and was part of a plan of the Miner's Federation No. 3 to inaugurate a general strike, including George's Creek, Md., Elk Garden, Va., Pocahontas, Va., and the Salisbury and Clearfield, Pa., districts. After an effort, which, considering the extensive organization under which the strike was inaugurated, displayed the most disastrous evidences of weakness and want of harmony among the workmen, they met the operators in conference, and on May 19th, 1886, returned to work at the old price of 40 cents per ton. George's Creek being the first section to surrender.

It is proper to add that on the 1st of March, 1887, the coal operators voluntarily raised the rate of wages for mining coal along George's Creek to 50 cents per ton, being the advance demanded in this strike.

#### MARCH, 1886—DECORATORS OF CHINA.

On March 8, fourteen female decorators of pottery, employed at the Chesapeake Pottery, Baltimore, struck against a reduction in the price of decorating sets of fourteen pieces. They had been receiving \$1.00, which was to be reduced to 90 cents. On conference with the manager, they received \$1.20 per set, being an advance of twenty cents over the old price, and they returned to work.

#### MARCH, 1886—CANING CHAIRS.

A small strike among the girls employed in Chipman's factory to procure an advance of three cents per seat. The strike was a failure.

## MARCH, 1886—OYSTER SHUCKERS.

A small strike occurred on March 17th, at the establishment of H. S. Lanfair & Co., Baltimore, caused by the oyster shuckers demanding one cent per pot advance on the price of shucked oysters. The firm promptly paid the demand.

## MARCH, 1886—SHOEMAKERS.

This strike only involved four men employed by Mr. J. Faust, Baltimore City. They struck for an advance of one cent per pair, single soles, and two cents per pair, double soled shoes, sewed on the Goodyear welt machine. They were receiving nine cents. The matter was adjusted among the workmen employed.

## APRIL, 1886—BRICKMAKERS.

On April 1st, Brickmaker's Union No. 2, of Baltimore City, appointed a committee of thirteen to call on the manufacturers and present a new schedule of prices adopted by the four unions representing 3,000 men. While some employers consented to the advance, the majority refused at first to pay it. Owing to some misunderstanding among the men, about thirty hands quit work, but the strike so caused was confined to one yard in East Baltimore, and was promptly adjusted on the following day. By April 18th, nearly all the manufacturers agreed to the price list. The price of bricks advanced, and stock made under the low prices of 1885 was disposed of to advantage, and the workmen started on the season with good prospects for work and an advanced schedule of wages. Thus glut gang moulders advanced from \$2.00 to \$2.50; sand brick moulders, from \$2.00 to \$2.75; paving brick moulders, from \$1.75 to \$2.50; arch brick moulders, from \$1.25 to \$2.00; and the other labor in proportion.

## APRIL, 1886—STREET CAR EMPLOYES.

This strike commenced April 14th, 1886, on the North Baltimore, Central, Union and Peoples' car lines. The object was to secure \$2 pay for the day of twelve hours, provided by Chap. 163, Acts, 1886. On April 15th, the City Passenger Railroad agreed to pay \$2, but the aggregate of men on strike on the other lines was 188, and the number of cars stopped 120. The strike was remarkably free from disturbance considering the public interests involved, which condition was partly due to popular sympathy, partly to the excellent disposition of the men, and partly to the complete police regulations which prevailed. On April 20th, the employes of the Union line returned to work on a compromise of  $16\frac{2}{3}$  cents per trip, or an average of \$1.50 per day, with a promise of increased pay after May 1st. The North Baltimore and Central lines were running with new men, and the Peoples' line was idle. On April 22nd, all the cars on the Union line were running under the compromise. On April 23rd, the cars commenced running on the Central Railroad at \$1.55 for regular drivers, and \$1.50 for substitutes. Drivers on the Peoples' line were making \$1.32 as the lowest, and \$1.65 as the highest rates, with the old drivers and 28 cars. 37 cars were running on the Union line, making 9 trips for \$1.50; and the North Baltimore line was running 28 cars with new drivers. By April 25th, the strike was practically ended, the men being ready to return to work, and, on April 26th, the strike terminated; the men on the North Baltimore lines returning to work at an average wages of \$1.65 per day. The strike may be regarded as a wholesome check at that particular crisis, and while all the men did not secure \$2 per day, a very large number did, and it prevented a great depression in wages, for which the passage of the twelve-hour law might have afforded an excuse. Considering all the attendant circumstances, therefore, this strike was a success.

## APRIL, 1886—CANMAKERS.

Lock-out at Wm. O'Ferral's shop on the demand for the adoption of the increased price-list. The men stationed pickets at the shop door to persuade the trade from taking employment. This watch continued for ten months when it was lifted, and as the other 28 establishments signed the contract, the men were generally fully employed.

## MAY, 1886—TIN ASSORTMENT WORKERS.

On May 13th, there was a strike involving twelve piece workers at Henry Brewington & Co's. establishment, Baltimore. The object was for increased wages. The men claimed that their wages ranged from \$4.00 to \$8.00 per week, with work only half the time. The wages were actually very low, but the strike failed to alter the condition.

## MAY, 1886—STEVEDORES.

A small strike in Baltimore City of stevedores engaged in unloading vessels, for an increase of wages. The strike was a failure—it only lasted five days and involved only six men.

## JUNE, 1886—CIGARMAKERS.

Lock-out of cigarmakers, caused by the employers refusing to recognize a new "equalization" scale of wages. 930 men were involved in the strike—there being in the Cigarmakers' Union 965 members. Many small shops continued working, having accepted the new price list. Those of the strikers who thus secured work were taxed by the Union ten per cent. on wages to pay the men locked out. The production of cigars was greatly diminished by the lock-out; the decrease of manufacture being estimated as high as 500,000 per week during the height of the difficulty. On August 10th, 240 men received benefits—the Union reporting 225 members out of employment.

A contest unfortunately arose between the Knights of Labor and the Cigarmakers' Union respecting the use of their several labels, which tended to complicate the situation. The Union also resorted to a suit in equity to restrain, by injunction, manufacturers from using the blue label of the Union. In this they were successful. Judge Phelps, one of the judges of the Supreme Bench of Baltimore city, saying in his decision, "That every freeman has a property right in his own labor, whether present or prospective. From this broad, general principle it is easy to develop the particular proposition that an association of men who combine for the purpose of increasing, by legitimate means, the general demand for their common labor, have a property right in whatever lawful instrumentality they can succeed in creating and controlling for that purpose. It is true that it is not tangible property like an ox, but incorporeal property like a trade mark, or a good-will, and as readily distinguishable." This strike was ended by the men gradually obtaining work in the different establishments at the increased rates, and was practically a success after having been actively prosecuted for almost eight months.

#### JUNE, 1886—LABOR.

On June 2nd, about 75 colored men out of a total of 400 employed by contractors at Lake Clifton, Baltimore county, struck for increase to \$1.50 for ten hours instead of \$1.25. Being refused they offered to work for \$1.25 for eight hours. This being also refused they returned at the old price.

#### JUNE, 1886—LABOR.

June 7th, 20 out of 42 colored men struck at the Chesapeake Gas Works, where they were employed digging a new pit. They received \$1.25 and struck for \$1.50. Their places were immediately filled by other labor.

## AUGUST, 1886—IRON WORKERS.

Strike of employees of the McCullough Iron Company at North East, Cecil County. The men struck August 8th, for an increase of wages. Very many scattered through the surrounding country and engaged in farm labor, others found employment in foundries in other States. A settlement was reached through consultation between a committee of the workmen and their employers on Nov. 23rd. The firm agreed to pay Wilmington prices and not to discriminate against union hands. The strike continued nearly 17 weeks. The men asked 11 per cent. advance and gained 10 per cent.

## AUGUST, 1886—OVERALL CUTTERS.

Small strike on August 16th, involving six men employed in Juhn Bros.' overall factory, Baltimore, resulting from a reduction of the wages of one of the hands. The matter was settled by compromise between the workmen and their employers the following day. All the men returned to work at union prices with the exception of the hand about whom the trouble arose.

## SEPTEMBER, 1886—GLASS WORKERS.

Strike of Druggists' Ware Glass Blowers against an increase in the number of apprentices. This strike included all the bottle factories in the State. It was ended Nov. 1st, by a decision of the National League of Druggists' Ware Glass Blowers, which controls the eastern division. The executive board having accepted at a meeting at Clayton, N. J., a proposition to continue the last seasons' terms, to wit, 2 apprentices to 20 journeymen and the same wages.

## SEPTEMBER, 1886—BUTCHERS.

Strike of 30 journeymen butchers to secure a working day of 10 hours. An effort was made Sept. 7th, to arbitrate by a joint committee of the Federation of Labor and the German Central Union, but without

success. The Journeymen Butchers' Union finally dissolved and the men gradually drifted into any employment which offered. While the strike cannot be regarded as an actual success, it was of general benefit to employes, and shorter hours have ruled of late in the trade, especially in the abolition of Sunday labor.

#### JANUARY, 1887—GRANITE CUTTERS.

Strike of 18 men at Gill & McMahon's Woodstock quarries for increase of pay, men returned to work Feb. 2d. This strike was adjusted by a committee of Knights of Labor D. A. 41, and may be regarded as partially successful.

#### JANUARY, 1887—CIGAR PACKERS.

Small strike of eight men at Heineman Bros. factory, Baltimore, against the re-establishment of the old price list, which ruled before the adoption of the increased list, which went into effect the June previous. The difficulty was settled and men continued at the new rates.

#### JANUARY, 1887—COOPERS.

On January 24th, a strike of coopers occurred in Ellicott City for an increase of two cents apiece in price for making flour barrels. On Feb. 2d, the employers informed a committee of the strikers that they were willing to grant the advance if the millers would pay an increased price for the barrels. The workmen being satisfied that this could not be obtained, returned to work Feb. 8th, at the old scale of prices. There were about 64 hands involved.

#### MARCH, 1887—SHOEMAKERS.

Small strike, caused by opposition to a foreman in N. Hess & Co.'s shop. Settled by conference.

## APRIL, 1887—COTTON HANDS.

Strike of eleven cotton pickers employed in Mt. Vernon mills, Woodberry, Baltimore county, because some of their number were required to work after hours without extra compensation. New hands were employed in their places.

## APRIL, 1887—BRICK CARTERS.

At a meeting of the Brick Carter's Union, held April 29th, a committee was appointed to notify the employers that they wanted \$3.00 per day in place of \$2.50, then paid. They claimed that working an average of four days per week and seven months per year, and having to pay the horse feed and the other expenses connected with the repair of the carts, &c., they had hardly a bare living left. Between three hundred and four hundred carts are employed in the trade, the great proportion being owned by the men. On May 2nd, no understanding having been reached, the men struck work, the committee having first served notice on the Brickmakers' Exchange, as follows: "We, the committee of the Carters' Union, do hereby notify you that, on and after Monday, May 2nd, the accompanying price list of \$3.00 per day will take effect, and no carts will haul bricks from your yards until it is settled by the committee. Yours respectfully, Committee." The manufacturers contended that they ought to have been notified earlier, and, as a result, on May 3rd, two hundred and thirty carts struck on the Washington Road district, and twenty-five in South Baltimore. This strike was gradually successful, and by May 16th, the yards were paying the rates demanded.

## MAY, 1887—LIME-KILN HANDS.

Strike on May 8th, at Texas, Baltimore county, of 250 hands to secure an increase of wages. In winter men received \$1.25, and in spring, \$1.50 per day—they demanded an advance to \$1.75. The strike ended May 15th, by the payment of the price demanded.

## MAY, 1887—BREW-WORKERS.

A new scale was adopted on April 27th, by the Journeymen Brewers' Union in consultation with the German Central Labor Union, and \$13 per week for hands in the wash-house, and \$15 for cellar and kettle men was agreed on, being an advance respectively from \$12 and \$14. On May 16th, a strike involving 71 men was inaugurated to enforce the signing of the new contracts with the employers. By May 20th, 86 men were involved, being a very small proportion of the organized brewers—the Union containing 225 members. The strikers were principally brew-workers. The strike was very active and was assisted by a boycott of non-union beer, the German Unions being especially active. Numerous consultations were held during the month of May between the brewers of the various trades organizations, and especially on May 30th, the strike was adjusted by an agreement entered into between the Master Brewers and the committees of the Federation of Labor, the Brew-workers Union and the German Central Labor Union. The agreement contained ten sections and covered the hours of labor, prices of wages, Sunday labor, apprentices, reasons for discharge, and a promise to re-employ the striking labor. The cellar and kettle men secured a slight increase of wages. Labor in the wash-house remained at the former rate. On June 14th, journeymen complained to the Union that 29 strikers had not been re-employed according to agreement. This was also adjusted by the employers agreeing to find them work, and the men undertaking that there should be no further trade disturbance. There was very little gained by this strike that could not have been gained by more pacific means. Nothing was gained at all further than the advantage to be found in the contract of employment being reduced to writing, and that is not very imperative in its practical operation, and the advance of \$1 per week to one class of employes.

## MAY, 1887—BLACKSMITHS.

Eight blacksmiths employed at the shops of Messrs. Hayward & Bartlett, Baltimore, struck on May 24th to secure an increase of wages from \$1.33 to \$1.50 per day.

## JUNE, 1887—FARM LABOR.

Strike of colored field hands employed on Mr. Louis McMurray's farm in Frederick County for increase of wages. Forty-five men were involved. This strike led to a riot, followed by the arrest of four of the strikers charged with using violence to compel other employes to join the strike. Mr. McMurray consented to an increase of the wages of teamsters from \$1.12½ to \$1.25 per day, and of his field hands from \$1.00 to \$1.12½, but refused to re-employ a majority of the strikers.

## JUNE, 1887—BRUSH MAKERS.

On June 17th, twenty-seven workmen in the employ of Rennous, Kleinle & Co., Baltimore, quit work. In presenting the case to the annual convention of their union, the men claimed that it was a lock-out because they refused to sign the following contract :

“In consideration of our giving you work for one year you pledge yourself not to interfere with our obtaining female help or taking on as many apprentices as we see fit to employ, but pledge yourself, as a bond, to allow us to retain ten per cent. of your weekly earnings ; should we find any insubordination or neglect of duty in not doing your work properly, we deem it our duty at any time to discharge you, you to forfeit the said ten per cent.” 29 workmen refused to sign. The strike led to an excited controversy, a part of the employes remaining with the firm publishing statements endorsing their employers and those on strike as bitterly denouncing them. The Federation of Labor took an active interest in the strike, published the rules of Rennous, Kleinle & Co's. shop and requested all assemblies of workmen to abstain from buy-

ing their goods. On this Rennous, Kleinle & Co. filed a bill in equity, praying that an injunction be issued to restrain the Brushmakers' Union and the Federation of Labor from molesting and injuring the plaintiffs in their business. The Union made answer August 16th denying the boycott or intention to injure plaintiffs' business, and on August 24th, the Federation also answered, claiming the right to combine under the laws of the State in furtherance of a trade dispute and the right to advise organized bodies of labor and if such bodies chose to stop dealing with plaintiffs the Federation had the right to approve such action.

The defendants thereupon pressed for a hearing, and the case coming on in due course, it was abandoned by plaintiffs, and the matter dropped.

#### JUNE, 1887—CANNED GOODS' LABOR.

The women employed stringing beans in the packing house of T. J. Myer & Co., Baltimore, struck against a reduction from ten cents to seven and a-half cents per box. The firm paid the ten cents next day.

#### AUGUST, 1887—COLLAR MAKERS.

Lock-out of eighteen collar makers employed by the Bergman Manufacturing Company, Baltimore. The lock-out originated in a dispute over a price-list. It continued eight weeks, when an effort was made to adjust the dispute: but the firm claimed to have sufficient help, and refused to re-employ the strikers, most of whom found work in other establishments.

#### AUGUST, 1887—IRON WORKERS.

Small strike of iron workers employed at Woodall's ship yard, Baltimore, caused by the discharge of a foreman. The union determined that the superintendent had a right to discharge, and the men accordingly returned to work.

AUGUST, 1887—BOXMAKERS.

The arbitration committee of the Boxmakers' Union succeeded in securing from the manufacturers a contract guaranteeing work for one year at certain fixed prices. Among others of the one hundred and twenty items agreed on, sawyers were to receive a minimum of \$9.00 and nailers \$11.00 per week. On account of Messrs. J. H. Thiemeyer & Co., Baltimore, not accepting the terms, sixty-five hands employed by them struck work. On August 5th the employers signed the scale and the men returned to work.

#### ARBITRATION.

As will be seen from the foregoing recapitulation, very trifling causes often result in long, continued, vexatious and costly strikes and lock-outs.

To devise methods to avoid these disasters has occupied the best thought of this and other countries for many years past, and the results have been formulated in law by several States.

The establishment of State courts of arbitration is advocated by all labor organizations, and the method has also received the hearty endorsement of employers and mercantile associations.

In States where the method has been tested by practical experience it has proved in every respect successful, and besides fostering harmonious feelings between labor and capital, has resulted in the saving of great public expense and preventing much trouble and suffering to the employe and his family. In European countries, especially in France, Switzerland and England, settlements of labor disputes in this way have been exceedingly successful, and it is claimed that millions of dollars have been saved in England alone by this method, and strikes and lock-outs now rarely occur. To be successful and effective arbitration should be voluntary, the State only assuming sufficient control to give it a legal recognition, and provide a

way by which a Board of Arbitration can discharge its duties.

In this connection I quote a short but exceedingly comprehensive historical review of the subject which appeared in the Baltimore *Sun* April 13th 1886.

"The origin of industrial arbitration and conciliation is to be sought in usages and regulations of the trade guilds of France, which, though abolished by the convention in the last days of the reign of Louis XVI, were revived, at the request of workingmen of Lyons, by a decree of the First Napoleon in 1806. The courts of arbitration and conciliation thus established by law, under the title of *Conseils des Prud'hommes*, have continued, with slight modifications, to the present time. They are composed of an equal number of employer and workingmen members, each class selecting its own representatives, with a president and vice-president named by the government. Arbitration before the Conseil is compulsory upon the application of either party to a dispute, and its decisions can be enforced in the same way as those of any other court of law. Its authority extends to every conceivable question that can arise between the workman and his employer or the workman and his foreman, the only matter not within its province being the future rates of wages. But future rates are often arranged by the Conseil through voluntary agreements. The practical workings of these courts are said to be beneficial to French industry. Over 90 per cent. of all cases brought before them are settled without resort to strikes or lock-outs. Of 28,000 cases dealt with in 1850 as many as 26,800 were settled by conciliation. In Great Britain a law similar to the French has been on the statue books since 1824, but it has been inoperative, the compulsory feature being obnoxious to both employer and employed. Any justice of the peace, or referee appointed by him, might act as umpire, and the decision reached could be enforced by "proceedings of distress, sale and imprisonment." The act of 1867

provides for permanent councils composed of equal numbers of employers and employed, with a chairman, clerk and other officers. This council hears and adjudicates cases of dispute and may make an award. But a sub-committee, denominated "the committee of conciliation," which is appointed by the council, is in most cases the active body. "All cases," the law reads, "which shall be submitted to the council by both parties shall, in the first instance, be referred to the said committee of conciliation, who shall endeavor to reconcile the parties in difference." Only when the sub-committee fails to effect a reconciliation is the entire council called upon to make a formal arbitration. The law applied only to existing disputes, but it has been decided that an agreement between parties to submit future disputes to arbitration is binding. The last act, that of 1872, gives all powers consistent with freedom of contract for the establishment of boards of arbitration with authority to fix future rates of wages and power to enforce their awards by legal process. Notwithstanding the existence of these laws for enforcing awards, it is not known that there has ever been a case in which it was sought to use them. The feeling that led parties to arbitrate their differences has also led them to abide by the result. It is a feature of this act that the agreements secured through its operation are, upon ratification by individuals affected, binding upon those individuals for the time agreed upon, so that the employer cannot discharge his workman nor can the workman quit work before the expiration of the contract. The agreement may provide that not more than six days' notice may be required to be given of an intention to cease to employ or be employed. An award may be enforced "by distress, imprisonment, or otherwise, or by plaint in the county court." The most successful systems of arbitration and conciliation in England, however, are the Nottingham and Wolverhampton systems, which are purely voluntary and outside the law. Of them

it may be said, briefly, that their effect has been to put a stop to strikes in industries which, prior to 1860, were nearly always in an unsettled condition on account of differences between the employers and the employed."

I now submit for your information laws which are now in operation in several States of the Union:

#### NEW JERSEY.

##### *"An Act to Provide for the Arbitration of Labor Disputes.*

WHEREAS, disputes between workingmen and their employers frequently result in protracted strikes, which cause great loss to both parties and to the community at large, and disturb the amicable relations which ought to exist between labor and capital ; and,

WHEREAS, It is desirable to provide some legal method of submitting such differences to arbitration, with a view to an honorable, satisfactory and speedy settlement ; therefore,

1. *Be it enacted by the Senate and General Assembly of the State of New Jersey,* That if a majority of the employes in any manufacturing establishment, or in any particular department thereof, shall give notice to their employer or employers, in writing, signed by themselves, that they are dissatisfied with the terms or conditions on which they are employed, or with the wages they are receiving, or with any proposed reduction of their wages or proposed alteration of the terms or conditions on which they are employed, and that they propose to submit the matters complained of to arbitration, and shall name an arbitrator to represent them ; and if such employer or employers cannot adjust such difference, it shall be the duty of the employer or employers, if they choose to accept this method of compromise, to nominate and appoint, in writing, an arbitrator to represent him or them, and to give notice to said employes of such appointment.

2. *And be it enacted*, That the two arbitrators so as aforesaid appointed, shall forthwith meet and proceed to elect a third arbitrator; and said three arbitrators shall, without unnecessary delay, notify the employes and employer or employers of the time and place, when and where they will meet to hear arguments on the matters in dispute, which meetings shall be held under such conditions, rules and regulations as the said arbitrators may mutually agree upon. The questions at issue shall be submitted to the arbitrators in writing, and their decision shall be confined to the questions so submitted. Either of such arbitrators may administer an oath or affirmation to any person testifying before them, and any person so sworn who shall testify falsely, shall be deemed guilty of perjury. Either of the parties to such arbitration may be represented before the arbitrators by counsel, if they so desire, and the arguments may be oral or in writing, as the parties themselves may respectfully prefer.

3. *And be it enacted*, That the finding of the said arbitrators shall be reduced to writing, and a copy thereof served upon each of the parties to the dispute, or upon their respective representatives, and shall be deemed to be binding upon both parties submitting the matter in dispute to arbitration, and shall take effect from the date of the finding, unless some other time is fixed in the finding for the taking effect thereof.

4. *And be it enacted*, That the costs of arbitration shall be fixed and paid as the parties may previously or mutually agree, and if not so agreed upon, they shall be fixed and paid as the arbitrators themselves may decide.

5. *And be it enacted*, That this act shall take effect immediately."

## MASSACHUSETTS.

[CHAR. 263.]

*"AN ACT to provide for a State Board of Arbitration for the settlement of differences between employers and their employes.*

*Be it enacted, etc., as follows :*

SECTION 1. The Governor, with the advice and consent of the council, shall, on or before the first day of July in each year, appoint three competent persons to serve as a State board of arbitration and conciliation in the manner hereinafter provided. One of them shall be an employer or selected from some association representing employers of labor, one of them shall be selected from some labor organization and not an employer of labor, the third shall be appointed upon the recommendation of the other two : *provided, however,* that if the two appointed do not agree upon the third man at the expiration of thirty days, he shall then be appointed by the Governor. They shall hold office for one year or until their successors are appointed, and if a vacancy occurs, the Governor, in the same manner, shall appoint some one to serve out the unexpired term, and may in like manner remove any member of said board. The members of said board shall, before entering upon the duties of their office, be sworn to a faithful discharge thereof. They shall at once organize by the choice of one of their number as chairman, and one as clerk of said board.

SEC. 2. The board shall, as soon as possible after its organization, establish such rules of procedure as shall be approved by the Governor and council.

SEC. 3. Whenever any controversy or difference, not involving questions which may be the subject of a suit at law or bill in equity, exists between an employer, whether an individual, copartnership or corporation, and his employes, if at the time he employs not less than twenty-five persons in the same general

line of business in any city or town in this Commonwealth, the board shall, upon application as hereinafter provided, and as soon as practicable thereafter, visit the locality of the dispute and make careful inquiry into the cause thereof, hear all persons interested therein who may come before them, advise the respective parties what, if anything, ought to be done or submitted to by either or both to adjust said dispute, and make a written decision thereof. This decision shall at once be made public, shall be recorded upon proper books of record to be kept by the clerk of said board, and a short statement thereof published in the annual report, hereinafter provided for, and the said board shall cause a copy thereof to be filed with the clerk of the city or town where said business is carried on.

SEC. 4. Said application shall be signed by said employer, or by a majority of his employes in the department of the business in which the controversy or difference exists, or their duly authorized agent, or by both parties, and shall contain a concise statement of the grievances complained of, and a promise to continue on in business or at work, without any lock-out or strike, until the decision of said board, if it shall be made within three weeks of the date of filing said application. Immediately upon the receipt of said application, the clerk of said board shall cause public notice to be given of the time and place for hearing. Should the petitioner or petitioners fail to perform the promise made therein, the board shall proceed no further thereupon without the written consent of the adverse party.

SEC. 5. Upon the receipt of such application, and after such notice, the board shall proceed as before provided, and render a written decision, which shall be open to public inspection; shall be recorded upon the records of the board and published at the discretion of the same in an annual report to be made to the general court on or before the first day of February in each year.

SEC. 6. Said decision shall be binding on the parties who join in such application for six months, or until either party has given the other notice in writing of his intention not to be bound by the same at the expiration of sixty days therefrom. Said notice may be given to said employes by posting the same in three conspicuous places in the shop or factory in which they work.

SEC. 7. The parties to any controversy or difference, as provided in section three of this act, may agree upon a board of arbitration and conciliation, who shall, in the matters referred to them, have and exercise all the powers which the State board might have and exercise, and their jurisdiction of the matters referred to them shall be exclusive, except that they may ask and receive the advice and assistance of the State board in the disposition of the matters submitted to them for their determination. The report of any board constituted under the provisions of this section, shall at once be filed with the clerk of the city or town in which the controversy or difference arose, and a copy thereof shall be forwarded to the State board.

SEC. 8. The arbitrators hereby created shall be paid five dollars a day for each day of actual service, and their necessary traveling and other expenses, to be paid out of the treasury of the Commonwealth.

SEC. 9. This act to take effect upon its passage.—Approved June 2, 1886."

## NEW YORK.

[CHAP. 63.]

*"AN ACT to provide for the amicable adjustment of grievances and disputes that may arise between employers and employes, and to authorize the creation of a State Board of Mediation and Arbitration.*

(Passed March 10, 1887; three-fifths being present.)

*The people of the State of New York, represented in Senate and Assembly, do enact as follows:*

SECTION 1. Whenever any grievance or dispute of any nature shall arise between any employer and his employes, it shall be lawful to submit the same, in writing, to a board of arbitrators for hearing and settlement. Said board shall consist of three persons. When the employes concerned are members in good standing of any labor organization, which is represented by one or more delegates in a central body, the said body shall have power to designate one of said arbitrators, and the employer shall have power to designate one other of said arbitrators, and the said two arbitrators shall designate a third person, as arbitrator, who shall be chairman of the board. In case the employes concerned in any grievance or dispute are in good standing of a labor organization which is not represented in a central body, then the organization of which they are members shall have the power to select and designate one arbitrator for said board, and said board shall be organized as hereinbefore provided. And in case the employes concerned in any grievance or dispute are not members of any labor organization, then a majority of said employes, at a meeting duly held for that purpose, shall designate one arbitrator for said board, and the said board shall be organized as hereinbefore provided. In all cases of arbitration, the grievance or matter of dispute shall be succinctly and clearly stated in writing, signed by the

parties to the arbitration, or some duly authorized person on their behalf, and submitted to such board of arbitration.

SEC. 2. Each arbitrator so selected shall sign a consent to act as such, and shall take and subscribe an oath before an officer authorized to administer oaths, to faithfully and impartially discharge his duties as such arbitrator, which consent and oath may be filed in the office of the clerk of the county where such dispute arises. When the said board is ready for the transaction of business, it shall select one of its number to act as secretary, and the parties to the dispute shall receive notice of a time and place of hearing. The chairman shall have power to administer oaths and to issue subpœnas for the production of books and papers, and for the attendance of witnesses, to the same extent that such power is possessed by the courts of record, or the judges thereof, in this State. The board may make and enforce the rules for its government and the transaction of the business before it, and fix its sessions and adjournment, and shall hear and examine such witnesses as may be brought before the board, and such other proof as may be given relative to the matter in dispute.

SEC. 3. After the matter has been fully heard, the said board, or a majority of its members, shall, within ten days, render a decision thereon in writing, signed by them, giving such details as will clearly show the nature of the decision and the points disposed of. Such decisions shall be a settlement of the matter referred to said arbitrators, unless an appeal is taken therefrom as is hereinafter provided. The decision shall be in duplicate, one copy of which shall be filed in the office of the clerk of the county, and the other transmitted to the secretary of the State Board of Mediation and Arbitration, hereinafter mentioned, together with the testimony taken before said board.

SEC. 4. When the said board shall have rendered its decision, its power shall cease, unless there may be in

existence at the time other similar grievances or disputes between the same classes of persons, and in such cases such persons may submit their differences to the said board, which shall have power to act, and arbitrate and decide upon the same as fully as if said board was originally created for the settlement of such other difference or differences.

SEC. 5. Within three days after the passage of this act the Governor shall, with the advice and consent of the Senate, appoint a State Board of Mediation and Arbitration, to consist of three competent persons, each of whom shall hold his office for the term of three years, to commence immediately upon the expiration of the term of office of the members of the present State Board of Arbitration, created under chapter four hundred and ten of the laws of one thousand eight hundred and eighty-six. One of said persons shall be selected from the party which at the last general election cast the greatest number of votes for Governor of this State, and one of said persons shall be selected from the party which at the last general election cast the next greatest number of votes for Governor of this State; and the other of said persons shall be selected from a bona fide labor organization of this State. If any vacancy happens by resignation or otherwise, he shall in the same manner appoint an arbitrator for the residue of the term. If the Senate shall not be in session at the time any vacancy shall occur or exist, the Governor shall appoint an arbitrator to fill the vacancy, subject to the approval of the Senate when convened. Said board shall have a clerk or secretary who shall be appointed by the board to serve three years, whose duty it shall be to keep a full and faithful record of the proceedings of the board, and also all documents and testimony forwarded by the local boards of arbitration, and perform such other duties as the said board may prescribe. He shall have power under the direction of the board, to issue subpœnas, to administer oaths in all cases before said board, to call for and examine

books, papers and documents of any parties to the controversy, with the same authority to enforce their production as is possessed by the courts of record or the judges thereof, in this State. Said arbitrators and clerk shall take and subscribe the constitutional oath of office, and be sworn to the due and faithful performance of the duties of their respective offices before entering upon the discharge of the same. An office shall be set apart in the capitol by the person or persons having charge thereof, for the proper and convenient transaction of the business of said board.

SEC. 6. An appeal may be taken from the decision of any local board of arbitration within ten days after the rendition and filing of such decision. It shall be the duty of said State Board of Mediation and Arbitration to hear and consider appeals from the decisions of local boards, and promptly proceed to the investigation of such cases, and the decision of said board thereon shall be final and conclusive in the premises upon both parties to the arbitration. Such decision shall be in writing, and a copy thereof shall be furnished to each party. Any two of the arbitrators shall constitute a quorum for the transaction of business, and may hold meetings at any time or place within the State. Examinations or investigations ordered by the board may be held and taken by and before any one of their number, if so directed. But the proceedings and decisions of any single arbitrator shall not be deemed conclusive until approved by the board or a majority thereof. Each arbitrator shall have power to administer oaths.

SEC. 7. Whenever any grievance or dispute of any nature shall arise between any employer and his employes, it shall be lawful for the parties to submit the same, directly to said State board in the first instance, in case such parties elect to do so, and shall jointly notify said board or its clerk, in writing, of said election. Whenever such notification to said board or its clerk is given, it shall be the duty of said board to proceed, with as little delay as possible, to the

locality of such grievance or dispute, and inquire into the cause or causes of grievance or dispute. The parties to the grievance or dispute shall thereupon submit to said board, in writing, succinctly, clearly and in detail, their grievances and complaints, and the cause or causes thereof, and severally agree in writing, to submit to the decision of said board as to matters so submitted, and a promise or agreement to continue on in business or at work, without a lock-out or strike until the decision of said board, provided it shall be rendered within ten days after the completion of the investigation. The board shall thereupon proceed to fully investigate and inquire into the matters in controversy, and to take testimony under oath in relation thereto, and shall have power by its chairman or clerk, to administer oaths, to issue subpoenas for the attendance of witnesses, the production of books and papers, to the same extent as such power is possessed by courts of record or the judges thereof, in this State.

SEC. 8. After the matter has been fully heard, the said board, or a majority of its members, shall, within ten days, render a decision thereon in writing, signed by them or a majority of them, stating such details as will clearly show the nature of the decision and the points disposed of by them. The decision shall be in triplicate, one copy of which shall be filed by the clerk of the board in the clerk's office of the county where the controversy arose, and one copy shall be served on each of the parties to the controversy.

SEC. 9. Whenever a strike or lock-out shall occur, or is seriously threatened in any part of the State, and shall come to the knowledge of the board, it shall be its duty, and it is hereby directed to proceed, as soon as practicable, to the locality of such strike or lock-out, and put themselves in communication with the parties to the controversy, and endeavor, by mediation, to effect an amicable settlement of such controversy; and if in their judgment it is deemed best to inquire into the cause or causes of the controversy, and to

that end the board is hereby authorized to subpoena witnesses, compel their attendance, and send for persons and papers, in like manner and with the same powers as it is, authorized to do by section seven of this act.

SEC. 10. The fees of witnesses shall be fifty cents for each day's attendance, and four cents per mile travelled by the nearest route in getting to or returning from the place where attendance is required by the board. All subpoenas shall be signed by the secretary of the board, and may be served by any person of full age authorized by the board to serve the same.

SEC. 11. Said board shall make a yearly report to the Legislature, and shall include therein such statements, facts and explanations, as will disclose the actual working of the board, and such suggestions as to legislation, as may seem to them conducive to harmonizing the relations of, and disputes between employers and the wage-earning masses, and the improvement of the present system of production.

SEC. 12. Each arbitrator shall be entitled to an annual salary of three thousand dollars, payable in quarterly installments from the treasury of the State. The clerk or secretary shall receive an annual salary of two thousand dollars, payable in like manner.

SEC. 13. Whenever the term "employer" or "employers" is used in this act, it shall be held to include "firm," "joint stock association," "company," or "corporation," as fully as if each of the last-named terms was expressed in each place.

SEC. 14. This act shall take effect immediately."

## OHIO.

The following law was passed in Ohio on February 20th, 1885.

*"AN ACT to authorize the creation and to provide for the operation of tribunals of voluntary arbitration to adjust industrial disputes between employers and employes.*

SECTION 1. *Be it enacted by the General Assembly of the State of Ohio,* That the Court of Common Pleas of each county, or a judge thereof in vacation, shall have power, and upon the presentation of the petition, or of the agreement hereinafter named, it shall be the duty of said court, or a judge thereof in vacation, to issue, in the form hereinafter named, a license or authority for the establishment within and for such county of tribunals for voluntary arbitration and settlement of trade disputes between employers and employes in the manufacturing, mechanical and mining industries.

SEC. 2. The said petition or agreement shall be substantially in the form hereinafter given, and the petition shall be signed by at least forty persons employed as workmen and by four or more separate firms, individuals, or corporations within the county, or by at least four employers, each of whom shall employ at least ten workmen, or by the representative of a firm, corporation, or individual employing not less than forty men in their trade or industry ; provided, that at the time the petition is presented, the judge before whom said petition is presented, may, upon motion, require testimony to be taken as to the representative character of said petitioners, and if it appears that the said petitioners do not represent the will of a majority, or at least one-half of each party to the dispute, the license for the establishment of the said tribunal may be denied, or he may make such other order in this behalf, as to him shall seem fair to both sides.

SEC. 3. If the said petition shall be signed by the requisite number of both employers and workmen, and be in proper form and contain the names of the persons to compose the tribunal, being an equal number of employers and workmen, the judge shall forthwith cause to be issued, a license substantially in the form hereinafter given, authorizing the existence of such tribunal and fixing the time and place of the first meeting thereof, and an entry of the license so granted shall be made upon the journal of the court of common pleas of the county in which the petition originated.

SEC. 4. Said tribunal shall continue in existence for one year from the date of the license creating it, and may take jurisdiction of any dispute between employers and workmen in any mechanical, manufacturing or mining industry or business,, who shall have petitioned for the tribunal, or have been represented in the petition therefor, or who may submit their disputes in writing to such tribunal for decision. Vacancies occurring in the membership of the tribunal shall be filled by the judge or court that licensed said tribunal, from three names presented by the members of the tribunal remaining of that class in which the vacancies occur. The removal of any member to an adjoining county, shall not cause a vacancy in either the tribunal or the post of umpire. Disputes occurring in one county may be referred to a tribunal already existing in an adjoining county. The place of umpire in any of said tribunals and vacancies occurring in such place, shall only be filled by the mutual choice of the whole of the representatives of both employers and workmen constituting the tribunal, immediately upon the organization of the same. The umpire shall be called upon to act after disagreement is manifested in the tribunal by failure during three meetings held and full discussion had. His award shall be final and conclusive upon such matters only as are submitted to him in writing and signed by the whole of the members of the tribunal or by parties submitting the same.

SEC. 5. The said tribunal shall consist of not less than three employers, or their representatives, and two workmen. The exact number which shall in each constitute the tribunal, shall be inserted in the petition or agreement, and they shall be named in the license issued. The said tribunal, when convened, shall be organized by the selection of one of their number as chairman, and one as secretary, who shall be chosen by a majority of the members ; or, if such a majority cannot be had after two votes, then by secret ballot, or by lot, as they prefer.

SEC. 6. The members of the tribunal shall receive no compensation for their services from the city or county, but the expenses of the tribunal, other than fuel, light, and the use of the room and furniture, may be paid by voluntary subscription, which the tribunal is authorized to receive and expend for such purposes. The sessions of said tribunal shall be held at the county seat of the county where the petition for the same was presented, and a room in the court-house for the use of said tribunal shall be provided by the county commissioners.

SEC. 7. When no umpire is acting, the chairman of the tribunal shall have power to administer oaths to all witnesses who may be produced, and a majority of said tribunal may provide for the examination and investigation of books, documents and accounts, pertaining to the matters in hearing before the tribunal, and belonging to either party to the dispute ; provided, that the tribunal may unanimously direct that, instead of producing books, papers and accounts before the tribunal, an accountant agreed upon by the entire tribunal may be appointed to examine such books, papers and accounts, and such accountant shall be sworn to well and truly examine such books, documents and accounts as may be presented to him, and to report the results of such examination in writing to said tribunal. Before such examination, the information desired and required by the tribunal shall be plainly stated in writing, and

presented to said accountant, which statement shall be signed by the members of said tribunal, or by a majority of each class thereof. Attorneys at law, or other agents of either party to the dispute, shall not be permitted to appear and take part in any of the proceedings of the tribunal, or before the umpire.

SEC. 8. When the umpire is acting, he shall preside, and he shall have all the powers of the chairman of the tribunal ; and his determination upon all questions of evidence, or other questions, in conducting the inquiries then pending, shall be final.

Committees of the tribunal, consisting of an equal number of each class, may be constituted to examine into any question in dispute between employers and workmen which may have been referred to said committee by the tribunal, and such committee may hear and settle the same finally, when it can be done, by a unanimous vote, otherwise the same shall be reported to the full tribunal, and be there heard, as if the question had not been referred. The said tribunal, in connection with the umpire, shall have power to make, ordain and enforce rules for the government of the body when in session, to enable the business to be proceeded with in order, and to fix its sessions and adjournments ; but such rules shall not conflict with this statute, nor with any of the provisions of the constitution and laws of Ohio.

SEC. 9. Before the umpire shall proceed to act, the question or questions in dispute shall be plainly defined in writing, and signed by the members of the tribunal, or a majority thereof of each class, or by the parties submitting the same ; and such writing shall contain the submission of the decision thereof to the umpire by name, and shall provide that his decision thereon, after hearing, shall be final. The umpire shall be sworn to impartially decide all questions that may be submitted to him during his term of office. The submission and his award may be made in the form hereinafter given, and said umpire must make

his award within ten days from the time the question or questions in dispute are submitted to him. Said award shall be made to the tribunal ; and if the award is for a specific sum of money, said award may be made a matter of record by filing a copy thereof in the Court of Common Pleas of the county wherein the tribunal is in session. When so entered of record, it shall be final and conclusive, and the proper court may, on motion of any one interested, enter judgment thereon ; and when the award is for a specific sum of money, may issue final and other process to enforce the same.

SEC. 10. The form of the joint petition or agreement praying for a tribunal under this act shall be as follows:

To the Court of Common Pleas of.....county (or to a judge thereof, as the case may be) :

The subscribers hereto, being the number and having the qualifications required in this proceeding, being desirous of establishing a tribunal of voluntary arbitration for the settlement of disputes in the.....(here name the branch of industry) trade, and having agreed upon A, B, C, D and E, representing the employers, and G, H, I, J and K, representing the workmen, as members of said tribunal, who each are qualified to act thereon, pray that a license for a tribunal in the.....trade may be issued to said persons named above.

EMPLOYERS.	NAMES.	RESIDENCE.	WORKS.	NUMBER OF EMPLOYEES.

EMPLOYEES.	NAMES.	RESIDENCE.	BY WHOM EMPLOYED.

SEC. 11. The license to be issued upon such petition may be as follows :

STATE OF OHIO,      }  
..... County.      } ss.

WHEREAS, The joint petition and agreement of four employers (or representatives of a firm, corporation, or individual employing forty men, as the case may be) and forty workmen has been presented to this court (or if to a judge in vacation, so state) praying the creation of a tribunal of voluntary arbitration for the settlement of disputes in the ..... trade within this county, and naming A, B, C, D and E representing the employers, and G, H, I, J and K representing the workmen. Now, in pursuance of the statute for such case made and provided, said named persons are hereby licensed and authorized to be and exist

as a tribunal of voluntary arbitration for the settlement of disputes between employers and workmen for the period of one year from this date, and they shall meet and organize on the ..... day ....., A. D. ...., at .....

Signed, this.....day of....., A. D.....

.....  
Clerk of the Court of Common Pleas of.....county.

SEC. 12. When the tribunal agrees to submit a matter in controversy to the umpire, it may be in form as follows :

We, A, B, C, D and E, representing employers, and G, H, I, J and K, representing workmen, composing a tribunal of voluntary arbitration, hereby submit and refer unto the umpirage of L (the umpire of the tribunal of the.....trade) the following subject-matter, namely : (Here state fully and clearly the matter submitted). And we hereby agree that his decision and determination upon the same shall be binding upon us, and final and conclusive upon the question thus submitted ; and we pledge ourselves to abide by and carry out the decision of the umpire when made.

Witness our names this.....day of....., A. D.....

[Signatures.]

SEC. 13. The umpire shall make his award in writing to the tribunal, stating distinctly his decisions on the subject-matter submitted. And when the award is for a specific sum of money, the umpire shall forward a copy of the same to the clerk of the proper court."

The law at present in force in England is as follows:

*"AN ACT to make further provision for Arbitration between masters and workmen, passed August 6, 1872.*

WHEREAS, By the act of the fifth year of George the Fourth, chapter 96, entitled, "An act to consolidate

and amend the laws relative to the arbitration of disputes between masters and workmen, hereafter referred to as the principal act," provision is made for the arbitration, in a mode therein prescribed, of certain disputes between masters and workmen ; and,

WHEREAS, It is expedient to make further provision for arbitration between masters and workmen :

1. *Be it enacted, etc.*, An agreement under this act shall either designate some board, council, person or persons, as arbitrators or arbitrator, or define the time and manner of appointment of arbitrators or arbitrator, and shall designate, by name or description of office or otherwise, some person to be, or some person or persons (other than the arbitrators or arbitrator) to appoint an umpire in case of disagreement between arbitrators.

2. A master and a workman shall become mutually bound by an agreement under this act (hereinafter referred to as "the agreement") upon the master or his agent giving to the workman and the workman accepting a printed copy of the agreement : *Provided*, that a workman may, within forty-eight hours after the delivery to him of the agreement, give notice to the master or agent that he will not be bound by the agreement, and thereupon the agreement shall be of no effect as between such workman and the master.

3. When a master and workman are bound by the agreement, they shall continue so bound during the continuance of any contract of employment and service which is in force between them at the time of making the agreement, or in contemplation of which the agreement is made, and thereafter so long as they mutually consent, from time to time, to continue to employ and serve without having rescinded the agreement. Moreover, the agreement may provide that any number of days' notice, not exceeding six, of an intention on the part of the master or workman to cease to employ or to be employed, shall be required, and in that case the parties to the agreement shall continue bound by it respectively until the expiration

of the required number of days after such notice has been given by either of the parties.

4. The agreement may provide that the parties to it shall, during its continuance, be bound by any rules contained in the agreement, or to be made by the arbitrators, arbitrator or umpire, as to the rate of wages to be paid or the hours or quantity of work to be performed, or the conditions or regulations under which work is to be done, and may specify penalties to be enforced by the arbitrators, arbitrator or umpire for the breach of any such rule.

5. The agreement may also provide that in case any of the following matters arise they shall be determined by the arbitrators or arbitrator, viz:

(a.) Any such disagreement or dispute as is mentioned in the second section of the principal act, or

(b.) Any question, case or matter to which the provisions of the master and servant act apply.

And therefore, in case any such matter arises between the parties while they are bound by the agreement, the arbitrators, arbitrator or umpire, shall have jurisdiction for the hearing and determining thereof, and upon their or his hearing and determining the same, no other proceeding shall be taken before any other court or person for the same matter, but if the disagreement or dispute is not so heard and determined within twenty-one days from the time when it arose, the jurisdiction of the arbitrators, arbitrator or umpire shall cease, unless the parties have, since the arising of the disagreement or dispute, consented in writing, that it shall be exclusively determined by the arbitrators, arbitrator or umpire.

A disagreement or dispute shall be deemed to arise at the time of the act or omission to which it relates.

6. The arbitrators, arbitrator or umpire may hear or determine any matter referred to them in such manner as they think fit, or as may be prescribed by the agreement.

7. The agreement, and also any rules made by the arbitrators, arbitrator or umpire in pursuance of its provisions, shall, in all proceedings, as well before them as in any court, be evidence of the terms of the contract of employment and service between the parties bound by the agreement.

8. The agreement shall be deemed to be an agreement within the meaning of the thirteenth section of the principal act, for all the purposes of that act.

9. If the agreement provides for the production or examination of any books, documents or accounts, subject or not to any conditions as to the mode of their production or examination, the arbitrators, arbitrator or umpire may require the production or examination (subject to any such conditions) of any such books, documents or accounts in the possession or control of any person summoned as a witness, and who is bound by the agreement and the provisions of the principal act for the compelling of the attendance and submission of witnesses, shall apply for enforcing such production or examination."

---

Having submitted the laws, I urgently recommend the General Assembly to pass at this session a statute providing for a court of arbitration for the State of Maryland.

The various laws are here printed to enable the General Assembly to formulate such a law as shall embrace, in their best judgment, such features as will give to this State a wise and comprehensive measure.

It will satisfy the wants of a great body of our citizens, and will, above all, be a guarantee of the preservation of the public peace by abating unnecessary conflicts in the industrial operations of the State.

The New York law establishing a Board of Mediation and Arbitration was enacted July 20th, 1887. It is the outcome of a years' experience of the old "Board of

Arbitration," first created by the act of 1886, chapter 410, and contains many features which are worthy of close attention. Under its provisions, there exists an opportunity for the creation of temporary boards, in which case the State board sits as a court of appeals; or, it provides for the State board taking original jurisdiction in cases of industrial disturbance. The law has also features of mediation, and it is, in my judgment, *the most complete and intelligent legislation* yet formulated in the States for the *prevention* of strikes and lock-outs.

In view of the development of Maryland's industries, and the employment of large bodies of labor in this State, and on the homely principle of prevention being better than cure, a wise law passed at this session of the General Assembly would be gladly welcomed by both employer and employe.



---

---

CONVICT LABOR.

---

---



## CHAPTER IV.

### CONVICT LABOR.

After the very elaborate and comprehensive reports which have been furnished by labor bureaus, and especially by the national office on the subject of convict labor, it would seem almost unnecessary to refer to it. Yet it is a subject which "will not down," and as it came before the last Legislature, and is likely to come before the present one, I shall, in this chapter, endeavor to reduce to a digest the main facts developed by the general inquiries instituted in the United States, with the object of placing in the hands of the Legislature a compilation serviceable for ready reference and use.

It is generally conceded that some kind of employment is necessary in prison life. It is contrary to the instincts of our civilization to condemn even criminals to an existence, which has been found to result in vice, mental disease and death, and not in reformation. But it does not follow that because prisoners should be kept employed, that, therefore, prisons should be self-supporting. Society in general ought to pay for the protection it receives by the confinement of the criminal, and the burden ought not to rest on one or two special industries. Men, women and children who are innocent of crime suffer the penalty properly due to the law-breaker. There is no good reason why decent industry should be reduced to a lower standard of living than the prison inmate enjoys, to the end that the prison may be supported without State aid.

With all the figures obtained on the subject, no one has ever discovered the actual profit made from prison

contracts. A Senate commission could not find it out. When investigators look into the books, they see, of course, what the contractor has written, but there is no guarantee that what they see is "the whole truth and nothing but the truth." But it is beyond question that large profits have been made, and are made now, in spite of the vigorous opposition of free labor.

There would not be so much trouble in this matter if the high pressure industry of convict contract labor had not filled the penal institutions with machinery, but it is idle to say that the system as now operating is not disastrous to free labor.

Taking the figures supplied by the elaborate report of the National Bureau for 1886 the statistics for the entire country are, in totals, as follows :

There are 64,349 prisoners employed ; 58,454 males and 5,895 females, 45,277 of these are engaged in productive labor, 15,100 in prison duties and 3,972 sick or idle, 14,827 are employed under the public account system, 15,670 under the contract system, 5,676 under the piece price system and 9,104 under the lease system. They produce \$28,753,996 in value per year and it would have taken 35,534 free laborers to have produced the same amount.

The industry employing the most convicts is the boot and shoe with 7,476 males and 133 females ; next clothing with 4,048 males and 1,513 females ; next stone and marble with 4,876 hands ; then comes farming 3,300 males and 296 females ; furniture, 3,446 and mining 3,273 ; lumber employs 228 and carpet weaving 242. Under all these systems the different institutions received an income of \$11,330,241 for the year and expended, including the maintenance of 9,104 leased convicts, \$10,091,531 showing a gross profit on the year's transactions of \$1,238,710.

The average payment for convict labor throughout the United States is 30 cents per day.

TABLE SHOWING THE TOTAL NUMBER OF CONVICTS BY STATES AND TERRITORIES, WITH THE METHODS OF EMPLOYMENT.

TABLE SHOWING THE TOTAL NUMBER OF CONVICTS BY STATES AND TERRITORIES, WITH THE METHODS OF EMPLOYMENT—Continued.

TABLE SHOWING THE CLASSES OF INDUSTRIES EMPLOYING CONVICT LABOR IN THE UNITED STATES, AND THE NUMBER OF HANDS, MALE AND FEMALE, WORKING IN EACH CLASS.

CLASSES OF INDUSTRIES.	EMPLOYED IN PRODUCTIVE LABOR.		
	Male.	Female.	Total.
Agricultural implements.....	651	....	651
Barrels, etc.....	667	....	667
Boots and shoes.....	7476	133	7609
Brick.....	840	21	861
Brooms, brushes, etc.....	1974	149	2123
Carpeting .....	234	8	242
Carriages and wagons.....	1366	10	1376
Clothing.....	4048	1513	5561
Farming, gardening, etc.....	3300	269	3569
Furniture .....	3375	71	3446
Harness and saddlery.....	1425	30	1455
Iron goods.....	1117	48	1165
Lumber .....	225	3	228
Mining .....	3207	66	3273
Public ways.....	3089	....	3089
Public works .....	611	....	611
Stone.....	4876	....	4876
Stoves, hollow ware, etc.....	1845	....	1845
Tobacco.....	763	....	763
Wooden goods.....	368	....	368
Miscellaneous.....	1342	157	1499
	42,799	2478	45,277

The entire work in Maryland is done under the contract system. There are an average number of 800 convicts employed, manufacturing an approximate value of \$573,000 per year. In one year the Maryland penitentiary made 175,000 pair of women and girl's shoes ; 300,000 feet of dressed marble ; 8,505 stoves, and 400,000 pounds of hollow-ware. The House of Refuge made 8,000 pair (men's and boy's) shoes in three months, of contract work. St. Mary's Industrial School made 5,000,000 cigars, 7,000 suits of clothes, and 250 tons of iron moulding, in one year. The Baltimore City jail made 60,000 yards of carpeting (Napier matting). The whole of which would have afforded employment to 487 free workmen for one year.

In Maryland, convicts, under shoe contract in penitentiary, were hired for 45 cents per day: marble work, 57½ cents ; stoves and hollow-ware, 60 cents.

In the House of Refuge, for six hours per day, boys on shoe contract were hired for ten cents (average).

In St. Mary's Industrial School, boys, on clothing, 20 cents ; iron moulding, 25 cents ; cigars, 20 cents per day.

TABLE OF CONVICT LABOR IN MARYLAND, SHOWING HOURS WORKED AND CONTRACT PRICES,  
CONTRASTED WITH FREE DEALERS.

INDUSTRY.	GRADE OF GOODS.	AVERAGE DAILY PRICE FOR LABOR.			
		Male.	Female.	Male.	Female.
<i>Boots and shoes—</i>					
Boots, women's and girls'	Medium.....	10	\$0 45	\$1 50	....
Shoes, men's and boys'	Medium.....	6	a 10	67	....
<i>Carpeting—</i>					
Napier matting .....	Low.....	9	15	....	
<i>Clothing—</i>					
Men's and boys' .....	Medium.....	a 6	a 20	....	
<i>Iron goods—</i>					
Iron mouldings .....	Medium.....	a 6	a 25	....	
<i>Stone—</i>					
Marble, dressed .....	Best.....	10	57½	....	
<i>Tobacco—</i>					
Cigars .....	Fair .....	10	60	1 50	....
	Medium .....	a 6	a 20	....	
				67	....

(a) Boys' time, divided between work and institution school.

The shoe contract in the Maryland penitentiary, held by Mr. Joseph Davis, of Lynn, Massachusetts, expired March 1st, 1887. For sixteen years boots and shoes had been manufactured there, but the machinery has now been removed ; the contractor having concentrated his work in the Richmond penitentiary, where he has employed 500 convicts. He only worked 160 convicts in this State, and after being idle some time they have been put to work partially ; 80 went to the marble contract, and quite recently about 70 men have been employed in a new line, that of covering demijohns and bottles with wicker-work. They are *hired* out at this labor for 25 cents per day.

TABLE SHOWING THE INCOME AND EXPENSES OF MARYLAND Convict INSTITUTIONS.

INSTITUTION.	INSTITUTION INCOME.		INSTITUTION EXPENSES.	
	Income of convicts from overwork.	Labor of convicts.	All other services.	Total.
Penitentiary .....	\$12,000 00	\$65,000 00	\$2,841 20	\$67,841 20
House of Refuge.....	.....	536 45	38,996 67	38,833 12
St. Mary's Industrial School.....	300 00	9,799 10	37,391 04	47,190 14
City Jail.....	.....	1,453 74	60,646 00	62,099 74
	\$12,300 00	\$76,789 29	\$139,174 91	\$215,964 20
				\$183,009 62
				\$18,668 32
				\$18,668 32
				\$201,677 94
				\$64,304 73
				33,833 12
				38,558 21
				59,981 88
				Total.

The Legislature of 1886, passed a bill in the Senate abolishing convict contract labor in the penitentiary. It was referred, in the House, to the Committees of Ways and Means and Judiciary.

While in the House the bill was changed to apply to boot and shoe manufacture only.

The Ways and Means Committee made a special report to the effect that such a bill would involve an appropriation each year of from \$75,000 to \$90,000 for the support of the prison.

It was one of the bills upon the file at the adjournment of the House.

The contractors in the Maryland penitentiary during 1887, were Wm. A. Evans & Sons, marble work for furniture use, 150 men; now increased by hands from shoe contractors, and J. Kerns, Jr. & Co., stoves and hollow ware, 125 men.

In 1886, the prison earned about \$5,000 in excess of expenses.

To some industries the effect of prison contract labor is disastrous.

The Maryland broom-making industry has been *destroyed* to all intent by the West Virginia penitentiary goods. My personal contact with this most unfortunate trade prompts me to hope that it might be possible to see the day when, to manufacture a "penitentiary" broom would be a penitentiary offence. In 1885, there were 28,000 dozen brooms and 15,000 dozen whips made in Moundsville (West Virginia) penitentiary, and Baltimore spends annually \$30,000 on such goods for distribution through the southern trade. The Maryland broom-makers adopted a label and copyrighted it as a trade-mark, and have sought, with some success, to induce the public throughout the State and country, to buy only such free goods. They inform me that penitentiary made brooms are coming into the market labelled "The Union Broom."

The wagon building trade suffers from the same cause. The same institution in West Virginia, made

during 1885, 3,600 "Webster" wagons, and every one of such wagons in the country is penitentiary made. They represent a value of \$1,989,790 per year.

The stoves and hollow-ware made in the Maryland penitentiary would represent the labor of about 80 free workmen. There are about 730 moulders, mounters, filers and fitters employed in the State. City shops make tops for 17½ cents; in the penitentiary they are made for 10 cents. Pots are made outside for 18½ cents, inside for 10 cents. Bottom grates are made outside for 2 cents, inside for about 1 cent. A parlor heater costs outside, including mountings, \$2.70, inside, the same work almost, 90 cents.

The following systems for the employment of convicts are those in general operation in the United States :

*Contract System.*—The system most generally adopted, by which convicts are hired to contractors for a price. In this system the State supplies the convict laborer, feeds, clothes and guards him under prison discipline. The contractor supplies machinery, raw material, and superintends the process of manufacture.

*Lease System.*—A system by which the convict passes, for a stated price, under the entire charge of a lessee, who is responsible for his security and all charges. The lessee can work the convict where, when and how he pleases within the State and the terms of his contract. It is not in vogue, except in warm climates.

*Piece-Price Plan.*—A system by which the convict labors under the supervision of the State officers. The contractor furnishes the raw material, and pays the State a certain price per piece for manufactured goods.

*Public Account System.*—Under this system the State purchases all raw material, owns all the working plant, employs the convict in manufacture, and enters

the market to dispose of its goods as any other producer.

Of all these systems, the "Public Account" is the most popular with all classes. The Hon. Carroll D. Wright, United States Labor Commissioner, after a most exhaustive review of all the methods of convict employment, offers a modification of the "Public Account System" by suggesting the abolition of machinery. In discussing the problem as it affects the United States at large, he says :

(HAND LABOR UNDER THE PUBLIC ACCOUNT SYSTEM.)

"This plan offers many advantages over any other that has been suggested. It involves the carrying on of the industries of a prison for the benefit of the State, but without the use of power machinery, tools and hand machines only being allowed, the goods to be made to consist of such articles as boots and shoes, the coarse woollen and cotton cloths needed for the institution, or for sale to other institutions, harness and saddlery, and many other goods now made by machinery, or not now made at all, in prisons. With such a plan in vogue throughout the United States, or in the majority of the States, there could be no complaint as to the effect of convict labor upon the rates of wages, or upon the sale of goods, either in price or in quantity. The convicts could be constantly employed under the direction and supervision entirely of the prison officers. None of the objections or disadvantages arising under the contract system, or the piece-price modification, thereof, or under the public account system with power machinery, can be raised against this plan. The adoption of it would leave the State free to undertake the very best and most humane efforts for the reformation of prisoners, and when, as has been seen, it is considered that the average age of the convicts of the United States is but a month or two over twenty-six years, this consideration becomes of the most vital importance. The exper-

ience of the eastern penitentiary of Pennsylvania proves conclusively that goods made in this way find a market at fair prices. The chief aggravation in the employment of convicts in productive labor arises from the use of power machinery. It is true that a nail cannot be driven by a convict or by any man, in any place or under any circumstances, without competing with another man who desires to drive that same nail. Therefore, no plan which has been suggested, or which can be suggested, involving the economic employment of convicts, can remove all competition; but any plan which reduces competition to the minimum, both in wages and in sales and quantity, commends itself to all those who oppose the present systems. By the adoption of the hand-labor plan the State would be relieved from the necessity of securing manufacturers of skill and experience as wardens. Any man fit to be warden of a prison—and this in itself requires men of the highest qualities—can manage a prison and conduct its industries, if they be carried on under the hand system without the aid of power machinery. The disadvantages which must be placed over against these great advantages are, under the broadest consideration, trivial and of no great account. The objection to this plan, which has been proposed by many investigators, involves the abandonment of the idea that prisons must pay. It contemplates the adoption of the principle of securing the maximum reformatory results without regard to the income to the treasury. All other systems contemplate maximum results to the treasury, with as much regard for reformatory results as is possible without interfering with receipts. This objection is the weightiest against the hand-labor idea, because it is recognized by all men that a healthy convict, having offended society and put it to great expense to repair the damages he has done, or to convict and punish him, or to exclude him from society that he may commit no more depreciation, should be compelled to earn his support as the

ward of the State, although he did not earn his support while not a ward of the State. This objection in regard to expense is one which the American public will probably meet in the heroic manner in which it meets all such problems, that is, in the spirit to do the best for the whole body-politic without regard to expense; nor should this objection have much weight when the facts are considered.

\* \* \* \* \*

At present 58 per cent. of the cost of maintaining and caring for convicts in the United States is borne by the community. Now, let it be supposed that by the employment of convicts at hand-labor under the public-account system there are no returns, or none of sufficient magnitude to enter into the calculation, the result is that the total expenses of running the prisons are borne by all persons, the same as other expenses are now met, and this whole burden adds but \$4,932,135.12 to the present taxation for the purpose of meeting prison expenses, over and above labor income; this is about 8 cents per capita of the whole population per annum, or 29 cents on each \$1,000 of taxable property, or, in other words, the total running expenses of the prisons, viz : \$8,445,104.62 would have to be met through the ordinary channels of taxation, which represents a burden of 14 cents per capita of the whole population per annum, or 50 cents on each \$1,000 of taxable property. The present tax necessary to meet running expenses, so far as individual feeling or sentiment is concerned, is borne by the few engaged in the industries carried on in the prisons. As a matter of fact, under the hand-labor plan there would be some returns or profits accruing to the State, and whatever these might be, the public expense would be insomuch reduced. It is certain that under this plan no valid claim could be raised that any particular industry is more directly taxed than all others for the support of prisoners. This plan, then, has justice in it, affecting all people alike. It has humanity.

in it, because it allows every effort for reformation without any entanglement or interference through forms of labor. It has morality in it, because it removes effectually the whole question of the convict labor agitation, not only from the minds of the workingmen and manufacturers, but from the list of questions agitating the public. So the objection as to expense is not one of sufficient importance to merit very serious consideration. An objection, however, is raised, which comes closer to the prisoner himself, and that is that if this plan should be adopted, he goes out of the prison unfitted to take part in the industries as they are now carried on, that is, with power machinery. Is this objection valid? In the first place, it is seldom that a discharged convict enters the trade or the calling which he practiced while in a prison, as they are at present conducted. If he works at boots and shoes in the prison, he runs a pegging machine or a stitching machine, or a skiving machine, or a heelting machine, and if the objection is valid, when he goes he is limited to running that particular machine, except in this, that any man skilled in the running of any machine can easily run any other machine to a certain extent; but suppose he learns in the prison the whole trade of shoemaking, from cutting the stock to polishing the edges, is he at a disadvantage when he leaves? His chances of earning a living as a cobbler, where he works on his own responsibility and by himself, are greater than if he depended on getting into a great shoe factory. If he learns to run a hand loom in weaving flannel or cotton cloth, is he thereby deprived of any advantage when he leaves the prison walls? He is better fitted to enter a cotton factory or woolen mill than if he had not had that experience, and far better fitted than the thousands who have been imported to engage in such work. If he is employed in making harness, which is almost entirely hand work, he has a profitable trade when he leaves the

prison. And so in almost any other direction. The convict who has spent his term of sentence on hand-made goods is, to say the least, as well qualified to earn his living when released as if he had been employed with the aid of power machinery. So this objection has no real vital elements in it, or any elements of sufficient vitality to prevent the adoption of the plan.

Does not this plan offer the best possible opportunities for the technical education of convicts in all the various uses of tools, both in wood and metal working?

Suppose such a system, then, could be adopted, and the evidence shows that the system, on the whole, offers the best features of any that has been suggested, how can it be made to prevail in this country, where there are forty-eight distinct State or territorial governments? The system has this peculiar quality in it, that *each State* could adopt it without concerted action, although the advantages to be gained by individual adoption would be small compared with those to be gained by its general adoption; but whatever plan is adopted must be adopted by the *States individually*. No plan for general adoption can be suggested except one to be enforced by the United States Congress under the rights to be granted it through a constitutional amendment. If one State, however, adopts a plan, and that plan proves fairly successful, the other States will wheel into line. It is a good suggestion that has been offered that the different States interested in this question act together through a representative from each State, all meeting in a congress for the purpose of adopting or discussing the best plan of employing convicts. Such a movement would be inexpensive, and would offer the possibility and even the probability of successful results. It is certain that the plan of employing convicts at hand labor is worthy of the most serious and careful attention of the Legislatures of the various States."

This plan undoubtedly offers the *best* solution of this vexed problem. It keeps the convicts employed, reduces the quantity of their production, and places the product on the market at the best prices the State can obtain. After supplying the penal and reformatory institutions with goods for their own use, the balance for the general market would be too inconsiderable to materially compete with free labor, either in price or quantity.

It is the best result of the most complete inquiry ever made into the subject.



---

---

# SPECIAL TRADE REPORTS.

---

---



## CHAPTER V.

### SPECIAL TRADE REPORTS.

This chapter contains such special reports as have been furnished the Bureau for publication. They are printed as written, except that names are suppressed, the original papers being on file in this office. The intention has been to afford the various trades an opportunity to present their views in their own way to the Legislature of the State. It is a cause of regret and disappointment to me that not more than 25 per cent. of those to whom direct application was made have availed themselves of the opportunity.

Among the reports, however, contained in the following chapter will be found many interesting and valuable facts relating to the special trades reporting.

#### BRICKLAYERS.

"Bricklaying has been very good, Union men receiving from \$4 to \$4.50 per day, averaging 200 days in the year. Men are laying an average of 1,200 rough bricks and 250 pressed bricks per day.

Baltimore was noted some years back for its handsome buildings, but unless something is done by our lawmakers regarding the erection of dwelling houses in the City and State, and the appointment of proper officers to carry out the law relating to them, we will have to take a back seat with some back-woods town.

We believe Baltimore is the only large city in this country that has got no building law. Some five years ago the Bricklayers' Union, of Baltimore City, did get the City Council to abolish the building of four-inch walls, but a person can erect a building 1,000 feet long and as many feet high, providing the walls

are nine inches. That is a sample of our building law!

In Baltimore county, or what is called the "Belt," you can build a house with bricks on their ends and top them off with oyster shells, and you will not violate any building law of the county.

If we should ever be so unfortunate, as our sister city of Charleston, as to have an earthquake, we would have to get out a search warrant to find the City and that part of the county called the "Belt." There should be a code of building laws enacted for the City and State. We would suggest the adoption of the Building Code of Washington, D. C.

The inspector of all buildings should be a practical draughtsman, and he should have the power to appoint four assistants—one a draughtsman, one a carpenter, one a bricklayer, and one a plumber and gasfitter. These assistants should be appointed by him on the recommendation of their several local organizations, as by that means they would have greater opportunity to discover any violation of the building law. Under the present system of building inspection, there is no examination of buildings unless some one sends word to the office and notifies the inspector. There is not a row of houses in the course of erection or that has been built in the city in which, in some respects, building rules have not been violated.

#### BLACKSMITHS.

"The condition of the Blacksmiths' Helpers, in 1886, was generally good, with the exception of a few individual shops. The rate of wages for 1886 was from \$1.50 to \$2.25, and, in a few cases, \$2.50 to \$3.00 per day for blacksmiths, but a good average would be about \$2.00 per day. Helpers' wages ranged from \$1.10 to \$1.50 per day, Baltimore and Ohio Railroad shops being the only place in the city paying \$1.10 per day. The first of January, 1887, opened with gloomy prospects for our trade, the Baltimore and

Ohio Railroad shops being on eight hours time and a general discharge taking place soon after, but in the spring time trade became somewhat brighter, and by the first of July blacksmiths were in demand, and up to the present time there are very few blacksmiths and helpers out of employment. The outlook for 1888 is good for our trade.

Wages in 1887 remain the same as 1886, except for an increase in a few shops.

One of the principal evils of our trade is the lack of the apprentice system, in consequence of which helps are put to work at fires at a slight advance over their proper wages, throwing a mechanic out of work. This keeps the rate of wages down in the trade. The trade, through its organization, has endeavored to regulate and enforce the apprenticeship system, but we find it impossible to do so.

The worst place in Maryland is the Baltimore and Ohio Railroad shops; it is impossible to institute any reform there."

#### ~ BRUSHMAKERS.

"A thorough examination of the brush manufacturing establishments in Maryland shows that our trade has advanced very rapidly within the past two years, due principally to the first-class mechanics now employed in comparison to those who were employed some years ago.

We also find that, with the exception of the factory of Messrs. Rennous, Kleinle & Co., child or female labor has not yet found its way into our ranks. That firm thought they could make better mechanics out of female and child labor, for the simple reason that they could secure the services of a boy for two dollars a week upon entering the trade, giving him fifty cents per week increase every six months, until, in the third year of his service, he would work piece work, and receive three-fourths of a man's wages, and make ten dollars a week. Then again, in the case of female

labor, a woman receives two dollars a week when she commences to work in the trade, and if she were to work for ten years, she would only receive \$5.00 per week. It is simply a case of "cheap" labor. We do not wish it to be understood that our craft objects to female labor, for we realize that there are many who depend on the factories for an honest living; but we do object to the employment of *child* labor under fourteen years of age.

This trade believes that if the tariff was reduced on bristles, it would be a great benefit to us. We believe that our employers would be able to pay better wages and make larger profits and yet sell cheaper goods."

#### CARPENTERS.

"The year 1886 opened up with brighter prospects to the carpenters of the State of Maryland, and more especially to those of the trade who were organized in the trade union and Knights of Labor of Baltimore City. It was hoped that the general tendency of labor to organize for the purpose of securing a working day of eight hours would be successful, and that this system being established throughout the trades engaged in the building industry, would secure to the carpenters the desired reduction of hours. The theory of those who advocated the eight-hour plan was, that a reduction of hours, even though this involved a reduction of pay, would result, in its operation, in the employment of an increased number of men, and by thus creating a scarcity of labor, would presently increase the rate of wages. To this end the carpenters very earnestly and generally co-operated in the endeavor to establish eight hours as a legal day's work. The trade also generally endorsed a "card" system in the building industries, to compel all workmen to keep in good standing with the several unions and assemblies, but owing to the fact that several of the other building trades, and notably the bricklayers, stonemasons and plasterers, agreed with the employ-

ers to work nine hours as a day's work, the eight-hour demand was a failure; and notwithstanding that nearly 1,600 carpenters suspended work from May 3d to June 1st, 1886, the trade was at last compelled to work on the basis of nine hours for two dollars and fifty cents per day.

From 400 to 500 succeeded in securing eight hours work. The work in the trade has been slack during these two years past. Few carpenters secure full work, six months in the year being a fair average. The rest of the time the workman is idle or engaged hunting a job. The trade is not very remunerative. We principally have to contend against the work of the mills, which are reported busy all the year, turning out work by machine which was formerly done in shops during the winter months by hand labor; and while there has been a great deal of speculative building work done in the State, it has been of little advantage to us, though it may have helped other branches of the building industry.

The rate of wages contained in the Bureau's report for 1886 shows a wage of \$1.89 per day. That is a liberal estimate. When you consider the loss of time by bad weather, by cessation of building, &c., we are satisfied that carpenters have not exceeded that sum during 1886-87.

As an example of the bad effect of mill machine work on this trade, we note the fact, that men walked about this season waiting for the mills to supply the manufactured material, they being so overcrowded with orders; and only one house was built in Baltimore wholly by carpenter hand labor.

We see no relief which can be offered by the Legislature of this State to our trade, other than the passage of a law which will absolutely secure a reduction of the hours of labor to eight per day.

We are the victims of machinery competition, and our only defense is by a reduction of the hours of labor."

## COAL MINERS.

*"Table showing the Companies operating mines in the George's Creek coal region of Maryland, with the output in gross tons of each Company, the number of miners employed, total amount paid by each Company, and average earnings of miners, with totals for the year 1886:*

NAME OF COMPANY.	OUTPUT OF COMP'NIES (Gross tons.)	Number of miners.	Amount paid by each com- pany for mining	Average earnings of miners.
Consolidation Coal Company .....	675,652	746	\$277,982 53	\$372 63
Maryland Coal Company.....	288,742	267	118,796 93	444 93
George's Creek Coal and Iron Co....	265,942	258	109,416 14	424 09
American Coal Company.....	211,305	180	86,936 91	482 98
Potomac Coal Company.....	156,757	160	64,494 31	403 09
New Central Coal Company.....	149,561	177	61,533 67	347 65
Borden Mining Company.....	137,747	142	56,673 05	399 10
Maryland Union Coal Company.....	116,771	176	48,042 93	272 97
Blaen Avon Coal Company.....	65,830	73	27,084 34	371 02
National Coal Company.....	62,637	110	25,770 65	234 28
Davis & Elkins.....	58,382	61	24,019 80	393 77
Swanton Coal Company.....	42,688	54	17,563 06	325 24
"Pekiu" Mine.....	7,321	10	3,012 07	301 21
Union Mining Company.....	6,824	10	2,807 59	280 76
Total tons, miners, wages and av- erages.....	2,246,159	2424	\$924,134 06	\$381 24

The above figures are as correct as it is possible to secure them. The average per month per miner was \$31.77. The rate paid the miners was forty cents per ton, less one cent per ton for smithing.

On Monday, March 8th, 1886, the miners struck for an advance of ten cents per ton on the price paid for mining coal. The strike continued until Wednesday, May 19th, 1886, when work was resumed at the old price.

This stoppage contributed materially to lowering the average of the year's wages. It was assumed that one-seventh of the coal mined was taken from head-

ings and air courses (a fair estimate), for which forty-eight cents per ton was paid.

The number of miners given includes the total number of "full turns" and "half turns" (a man gets a "full turn" and a boy a "half turn"). At the time of making this report it was impossible to obtain the correct average of miners' earnings for 1887, the year not having closed, or any further information relating to the actual figures of 1887, except the output which is here appended, and which includes the total shipments from January 1st to December 10th, 1887.

*Table showing the output of the coal mines of the George's Creek region for 1887, up to December 10th:*

NAME OF COMPANY.	GROSS TONS.
Consolidation Coal Company.....	864,573
George's Creek Coal and Iron Company.....	371,372
Maryland Coal Company.....	301,212
American Coal Company.....	247,828
Potomac Coal Company.....	196,740
Borden Coal Company.....	180,118
New Central Coal Company.....	171,235
Maryland Union Coal Company.....	138,672
National Coal Company.....	111,525
Davis and Elkin's Coal Company.....	75,602
Swanton Coal Company.....	51,354
Blæn Avon Coal Company.....	11,954
Geo. M. Hansel's mine.....	1,822
Jas. Ryan's "Pekin" mine.....	.....
Total.....tons,	2,830,422

The number of miners employed in 1887 exceeds that of 1886 by several hundred. The mines worked more regularly, in some instances having worked extra time at intervals. The price paid for mining in 1887 was forty cents per ton in January and February, and fifty cents during the remainder of the year, the result of an advance of ten cents per ton granted by the companies on March 1st. The total output from the mines in Alleghany county for 1887 will in all probability

exceed three million tons (3,000,000), the largest output in the history of the coal trade of this State.\*

The average earnings of the miners will probably reach \$600 for the year, or \$50 per month, the largest average for over ten years past. Altogether, the coal trade is in a prosperous condition, with prospects of good work in 1888. The prosperity of the past year and hopes of its continuance in the future, we believe, is largely due to the wise action of the coal companies in forming "The Seaboard Steam Coal Association," by which the companies were more closely brought together, and by which the coal trade is regulated on a more business-like basis. The miners are happy in the prospects of good work during the coming year.

The greatest evil the coal trade suffers is the numerous and injurious strikes, which could often be avoided if the companies could be induced at such times to meet the representatives of the Miners' Association (better known as the Knights of Labor), and arbitrate any difference that might arise. That would be more business-like, and more satisfactory to the miners. The companies are organized for mutual protection, likewise the miners, and any trouble that may arise could be easily and satisfactorily settled by the accredited representatives of both bodies.

Such is the opinion entertained by the men, and it seems fair and reasonable.

During the year 1887 many fatal accidents occurred in and about the mines, the great number of which were purely accidental and unavoidable, owing to the peculiar character of the coal.

In the George's Creek region, Maryland may pride herself in having the best steam coal in the world."

#### CUTTERS AND TRIMMERS.

"The clothing trade in Maryland is brisk. Such activity has not been known in spring seasons for many years. The cause of this, to a certain extent,

---

\*The total output up to December 28th, 1887, was 3,269,708 tons.

is the disastrous strikes and lock-outs in various large clothing manufacturing centres of the country. Baltimore competes with all clothing centres, and caters to all parts of the country. The employes being sensible of the fact that the interest of employer and employe are identical, are working in harmony with their employers, and our trade organization is furnishing all labor in their respective establishments, thereby facilitating the production of clothing, which is increasing to immense proportions. We intend in future to keep your office informed more frequently, and furnish you an extensive report."

#### ELECTRICAL WORKERS.

"The wages paid in this employment are, highest below superintendent, \$2.50 per day, lowest fifty cents. Linemen receive \$2.00; helpers and laborers, \$1.50. Inspectors, average, \$1.42; operators (female), chief, \$1.35; assistant,  $66\frac{2}{3}$ ; regular,  $83\frac{1}{3}$ ; special \$1.00. These prices include Sunday work. Linemen are skilled workers. Inspectors are also skilled, and must keep themselves fairly well clothed, as they visit subscribers' houses to repair instruments.

The general treatment of employees is good; dismissals are made only for cause, and merit will always secure advancement. Organization is not interfered with."

#### MECHANICS.

"In the electrical manufacturing shops, machinists receive \$2.50; brass finishers, \$2.00; blacksmiths, \$2.25; pattern makers, \$2.50; japanners, \$2.50; polishers, \$1.80; laborers, \$1.35, and boys 80 cents per day wages, overtime, time and a half. Organization among them has not been well thought of heretofore, but lately this seems to be different."

## TELEGRAPH OPERATORS.

The present condition of telegraph employes compares unfavorably with the past, and the influences which have brought it about still continue, and tend to a yet more unsatisfactory environment. Salaries range from \$18 to \$85 per month for operators at the "key." "Chief" operators and "wire chiefs," whose duties include the arrangement of circuits and require sound technical knowledge are paid higher prices. So also are a limited number of employes, who are operators incidentally to other duties; the private secretaries of telegraph and railroad officials, confidential clerks and brokers, some newspaper men and telegraphers who are managers of important branch offices. These earn, under special circumstances, as high as \$125.00 per month, and sometimes more.

These rates are as good, apparently, as those which prevailed five years ago, but the average salary is much lower, and is decreasing. It is safe to report that the average has fallen since 1882 twenty-five per cent., or that it is now three-quarters of what it was then.

The causes of this reduction are numerous. The most apparent are, 1st. The policy of the employers has been to constantly lower salaries. The companies have, in the past five years, performed their services to the public for lower compensation than ever was known before in this or any other country. Their rates have been unremunerative. This statement is demonstrated in the embarrassment of every telegraph company in the country, and the collapse of the competitors who inaugurated the cut-rate policy. Naturally the companies sought the most economical handling of their business; their very existence depended on it, and the unremunerative rates have been used as an excuse for reductions of salaries; for the refusal of increased compensation earned by extra

work; for the re-assignment of duties on the occurrence of vacancies in the better paid positions, so as to obviate the necessity of filling such positions; and, finally, for the dismissal of the best paid men and the filling of their places by cheaper help, or their re-employment (under pressure of their necessities) at a permanent reduction. The carrying out of this general policy of reduction has frequently fallen to men who only too willingly performed the "disagreeable" duty, caring more for commendations for "economical management" than for the employes committed to their charge.

There has been many a curse, not loud but deep, directed against soulless corporations that was rather deserved by the stewards who forgot their duty to their fellow-servants.

It is no part of our duty to criticise the rate-cutting policy of the companies, but it seems strange to us that the great inducement offered by them is "low rates."

Are the times so out of joint that men will not pay good rates for good service, but rather choose the cheap and nasty every time? Is not telegraphic service far from perfect, and is not the great cause of its imperfection the poor quality of the help employed by the companies? Low rates cause cheap help; cheap help causes bad service; bad service can only command business by low rates.

Competition among employes. The conditions under which this competition has existed have been peculiar. The increased business in the last five years, consequent on the low rate of policy of the companies, has required operators in proportion, but the sources of supply have never failed to meet the demand, and a scarcity of operators has never lasted more than a few days. The primary source of supply of operators to the commercial service is the messenger force. These boys, about telegraph offices constantly, and often employed permanently in the operating room, pick up

the rudiments of Morse telegraphy, fix up an instrument at home, and, when sufficiently perfect, obtain an office, perhaps, as a night clerk, handling half a dozen messages a night and earning \$18.00 to \$20.00 per month, and gradually pushing up by practice.

Then railroad operators on the "Block" system seek escape from the monotony of their life on the railroad by coming to the city and engaging in commercial work at a cheap salary. These are an important factor in keeping down the pay of commercial telegraphy.

The "business" college furnishes very few operators; in that line of instruction we are glad to say it has been a failure. Some few ladies study at home and enter the employment, but competition comes principally from the railroads and messenger boys."

#### FERTILIZER INDUSTRY.

"Among the manufacturing industries of the State, and particularly of Baltimore, the fertilizer industry occupies a deservedly prominent position. According to the last census report, the value of the product of fertilizers ranks third, with \$4,387,398.00, as against \$5,201,268.00, for the canned and preserved fruit industry, and \$9,446,793.00 as the value of the product of the clothing houses.

There are not less than twenty-seven factories in and around Baltimore, a large number of which possess, in conjunction with works specially built for the purpose of grinding, mixing and preparing the various kinds and grades of fertilizers, acid chambers wherein either brimstone or pyrites are converted into sulphuric acid, which is the main solvent of phosphoric basis, and enters into the manufacture of fertilizers.

The capital required for the erection of the indispensable buildings, their equipment with machinery, the acid chambers, etc., exceeds probably in proportion to the business done, the capital required in any other manufacturing industry. Whilst it is true that the majority of labor employed in these works does

not rank amongst highly skilled labor, it is also true that a very high grade of skilled labor has to be employed around the engines, the more expensive machinery, and the furnaces connected with fertilizer works. Apart from the number of men which find steady employment all the year round in these establishments, there are others, numbering probably not less, that are engaged in the loading and unloading of raw materials and in conveying to and from these establishments, and to and from the various railroads and transportation lines the raw materials as well as the manufactured product (forming the output of these factories), and making the necessary repairs to machinery, etc.

In this connection it may not be amiss to remark, that the benefit derived by a city or State from productive commerce is much greater than that derived from distributive commerce ; for, in the one case, that of distributive commerce, as, for instance, the grain trade, the coal trade, and the like, apart from the amount paid for the handling and apart from the commission or profit derived by those engaged in the business, nothing remains in the community, whereas, in the case of productive commerce like the fertilizer industry, the community is benefitted—

First. By the amount paid for labor in the manufacturing establishments for converting the raw material into the merchantable commodity.

Second. By the amount of money expended in handling these raw materials from point of arrival to the factories, and the amount of money expended in transferring the manufactured goods from the factories to the transportation lines that take them to points of destination by ship or rail.

Third. By the traffic (either by rail or water) of raw materials and manufactured product, and, finally, by supporting incidental institutions, such as brokers, dealers and their clerical forces, and mechanics, who owe their employment to such industry.

From inquiry among the largest establishments, it appears that, averaging the several lower classes of labor employed in them, the laboring man earns from nine to eleven dollars a week, the higher class of labor from fifteen dollars upwards; and it is worthy of notice that while in other lines of industry strikes have been of not unfrequent occurrence, no trouble of any consequence has been experienced in this line of trade, which, perhaps, is the best evidence to show that parties engaged in the fertilizer business pursue, as regards labor, a liberal policy, duly recognizing the right of their employes to be properly compensated for their services.

The State of Maryland, and particularly the city of Baltimore, may be called the parent State of the fertilizer industry, the annual output aggregating fully thirty-three per cent. of the total output of fertilizers in the United States. In this connection it is also deserving to mention that the Menhaden Fish Industry carried on in the Chesapeake Bay and other waters may be said to have been called into life by the fertilizer industry, inasmuch as, after the extraction of oil from the Menhaden, the waste product, called commercially "fish scrap," has become a valuable source of ammonia—one of the most important ingredients of complete fertilizers. It is also due to the fertilizer industry that the waste products of slaughter houses are now being utilized in these establishments for enriching the soil, and enabling the farmer to grow two blades of grass where he previously grew one.

Taking all these facts into consideration, it seems only right and proper to assign to this industry in the State the most prominent consideration, inasmuch as, apart from the amount of money left directly by the employment of labor in the State, it leaves indirectly an equally large amount in the industries depending upon it."

### FURNITURE WORKERS.

"There are almost 800 workmen employed in 41 factories. The average wages of those engaged in the manufacture of goods for the market is not over \$7.50 per week, or \$390.00 per year. The condition of those who work in hand shops, and in those shops which furnish builders' material, is more favorable. Their average wages range from \$11.00 to \$12.00 per week, or \$520.00 to \$572.00 per year. The hours are ten per day.

The Furniture Workers' Union requests you not to exaggerate these figures, as they have already been taken at the highest."

### FURNITURE CO-OPERATIVE ASSOCIATION.

"We beg to submit the following brief sketch of the Furniture Workers' Co-operative Manufacturing Association. In June, 1886, when the great mass of workingmen were driven by a common impulse into labor organizations, and endeavored to bring about a general reduction of the hours of labor, in order to reduce the state of idleness, and at the same time procure for themselves the opportunity to improve themselves intellectually, when that movement resulted in failure, a portion of the men who, on account of their participation in that movement, were blacklisted by the employers, determined to found the 'Furniture Workers' Co-operative Manufacturing Association,' which was incorporated under the law of the State.

When our association first commenced operations, the business community, as a rule, was very distrustful, and refused to give any credit whatever, requiring cash settlements for all transactions. By conservative methods, however, we eventually succeeded in obtaining a splendid credit, and can now secure nearly all of our supplies on four and six months' time.

As most of our men possessed but little wealth, it naturally followed that we could only command a small salary, and it was necessary, in the conduct of the business, for the men to leave a portion of their wages to the credit of the company as working capital. We are glad to report, however, that a successful business has overcome our financial difficulties.

We have just purchased the large building on the corner of President and Fawn streets, which we are fitting up with the latest machinery, and from which we expect to turn out about \$90,000.00 worth of goods annually when we get in working order.

The amount of stock subscribed is \$10,000.00, of which \$7,000.00 has been paid in. On January 1st, 1888, our assets stand: Real estate, \$25,000.00; machinery, &c., \$4,900.00; outstanding accounts, \$4,000.00; merchandise, \$10,000.00; being a total of \$43,900.00."

#### GRAIN ELEVATOR HANDS.

"There are six grain elevators at the port of Baltimore, three belonging to the Baltimore and Ohio Railroad Company, with a capacity of 3,750,000 bushels, and one, used principally for barley, 200,000 bushels. The grain elevators, operated by the Baltimore Elevator Company at the terminus of the Northern Central Railway Company, have a storage capacity of 1,250,000 bushels. From eighty to one hundred cars, each with a capacity of six hundred bushels, can be unloaded at each of these elevators per day. The receipts of grain for the last two years were about 16,000,000 bushels at the elevators of the Baltimore Company. They gave employment to one hundred and twenty monthly and daily men. The daily men earned \$1.50 per day, with an average of 307 days employment in the year.

The daily men work according to the demand, which is regulated by the number of cars to unload each day and the shipments to be made. There is an average of eight hours per day. All time over ten hours is

paid as overtime, twenty-five cents per hour. The employes commend the company for prompt payment of wages and kind treatment."

#### GLASS BOTTLE BLOWERS.

"With the exception of a small tank furnace at Annapolis, Baltimore is the only city in the State where our trade is carried on. The two firms in that city employ 90 men and about 55 apprentices. We work 35 pots, which hold 16 cwt. each. The trade has steady employment ten months in the year, which is the regular season. Trade is very good at present (1887), with every prospect of a long continuance.

Your communication was considered at the regular meeting of the trade. We have no suggestions to make for legislative action. We are not connected with the window glass trade, but it is good, every man being at work."

#### HAIR SPINNERS.

"There are four factories manufacturing steam curled hair, employing 60 hair spinners and 41 general employes. Journeymen hair spinners receive from \$8.50 to \$12.00 per week. An apprentice receives \$3.00 per week at the commencement, with an increase of \$1.00 per week annually until they attain full pay. Men who are paid \$12.00 per week are expected to spin 200 pounds per day, and those who receive under \$12.00, in accordance with their pay. We work ten hours a day, and have constant employment the year round."

#### LEATHER WORKERS.

"The whole industry gives employment to 11 tanners, 75 curriers, and only 4 apprentices. The tanners, classified as "beam" and "yard" hands, receive the first \$8.50 to \$9.00 per week, and the latter \$7.50 to \$8.00 per week wages. Practical curriers, who can

take rough-tanned stock and work it through its various stages to a finish, receive, together with knife-men and slicker hands, from \$9.00 to \$11.00 per week. Table hands receive \$8.00 to \$9.00 per week. These prices have prevailed for about ten years. There have lately been some few instances of a slightly increased wages in individual cases.

The small number of apprentices now in the trade is not owing to any impediment which the workmen put in the way, but solely, in our opinion, to the low wages prevailing and the necessarily long term of apprenticeship (four years) necessary to acquire a practical knowledge of the trade.

We think the apprenticeship laws should be so framed as to compel a master to give ample opportunity to an apprentice to acquire the whole trade and not a part only, and the apprentice be also compelled to serve his full term.\*

Business in the early spring of 1887 opened better than it was for some years. It has steadily continued so up to this time, and from the fact that the men since 1873 have submitted to reductions in their wages from \$15.00 per week to \$12.00, then \$10.00, and in some cases to \$9.00; they all entertain a hope that if this business activity continues, the employers will see the justice of advancing our wages to a reasonable sum, commensurate with the skill and care required in getting up their stock.”

#### PAPER HANGERS.

“While in other trades the employer is satisfied with from 50 cents to \$1.00 per day profit on the employe, you will see by the following that in this branch they demand more. In 1886 the employers formed an association and adopted a scale of prices to charge the customer, and all work was to be taken by the piece and no estimates given. The following

---

\*See report of this Bureau for 1886, Chapter VIII, “Laws,” p. 223, “Apprentices.”

are the first nine items and also the price adopted by the Union for the same, which the employers pronounced 'exorbitant' :

EMPLOYERS' PRICE LIST.		EMPLOYEES' PRICE LIST.	
	CTS.		CTS.
White and Brown Blanks.....	15	White and Brown Blanks.....	10
Grounded.....	18	Grounded.....	12½
Silks, Satins and Micas .....	20	Silks, Satins and Micas .....	15
Tints.....	20	Tints.....	15
Bronzes (all).....	20	Bronzes (all).....	15
Embossed Gilds.....	25	Embossed Gilds.....	17½
English White Blanks.....	18	English White Blanks.....	12½
English Brown Blanks.....	18	English Brown Blanks.....	12½
Ingrains.....	40	Ingrains .....	30

It is needless to go over the whole fifty-six items in the list, these being a sample of the rest. While the employers want to charge by the piece, all the stores employ most of their hands by the week, and out of the 300 or more paperhanglers in Baltimore City, one receives \$22.00, one \$18.00, and about fifteen receive \$12.00 per week. The other week workers range from \$10.00 down to \$5.00. The piece workers are only employed during the rush of work in the last part of April, May and the first part of June, and the months of September, October and November, and scarcely make over five months in the year. Instead of \$12.66, the average given in your report for 1886, the average is not over \$8.00. In fact, the cities of Baltimore and Philadelphia are the poorest paid in this trade in the United States, and the reason of it is that the trade organizations in both cities are very weak, and when an apprentice has worked at the trade a few months, he is put on the common work and made to do the work of a journeyman, who is thus thrown out of employment."

#### PINTERS.

"We fear that the report of this trade will not be a cheerful one. January, 1886, found the condition of the trade dull, with many men out of work; there was, in fact, very little to do until the middle of April. During the early part of the year, the house painters

amalgamated with the ship painters in their trade organization. This added sixty members, and with new men coming in, the union increased in the early part of 1886 to 650 members, when they succeeded in establishing nine hours as a day's work. From April, 1886, for about three months, work was exceedingly good, after which it fluctuated violently, one week busy and the next nothing to do, until November, which found most painters out of employment. This continued throughout the winter, even steamboat work failing as a relief, until April, 1887, when, by general indications, we thought we would have a good spring and summer. We were, however, doomed to disappointment, for the trade fell off in about six weeks and there were no indications of general employment until September.

The trade is in a very unsatisfactory condition ; it has to contend with many things which prevent good workmen getting a fair share of employment. The competition of hands who pick up the trade in varnish shops and elsewhere, and a class of migratory labor which drifts away in the bad seasons, only to come back when the busy time comes round and work the trade down with cheap rates of labor. The speculative system of building is also very injurious to the trade, the so-called "painting" done on it being of the very worst description, and done under contract by the very worst and most irresponsible class of labor. There are little "boss" painters who take these houses by the row at starvation prices, with which honest employers, who hire skilled mechanics, are absolutely unable to compete.

In this class of work, builders employ a contractor—say for \$2.50 per day (sometimes less), and he employs hands for \$1.25 to \$2.00 per day—never more than the latter price—who are not, in any sense, "painters," but who keep in with the superintendent, and whose work suits the purpose of the speculator.

If a check could be placed on the reckless system of

building now going on under our ground rent system, it would be an advantage to this trade.

The journeymen want it understood that they have no desire to "boss;" they only want a fair day's pay for an honest day's work, and enough of it to enable them to make a decent living. If the master painters would organize a protective association for the trade, to put a stop to some of these things we now complain of, the journeymen will do all in their power to co-operate for the general good. We also desire to call attention to the fact that there is very little painting done on public buildings, and what is done generally goes to "cheap" labor. We desire to remind the authorities that there are just as reliable contractors, and just as competent master painters, and just as skilled mechanics, in Baltimore as elsewhere, and home industry ought to be supported at fair living prices, and not be put on one side for labor that is cheap and nasty.

We believe that a day of eight hours would furnish more men with work. The trade does not now earn a greater average than \$7.50 per week.

#### POTTERS.

"The potters, during the past year, have been very busy, but during the latter part of 1886 they were on half time.

There has been a great demand for decorated and sanitary-ware this year.

The greatest trouble the potters have to contend with is the undervaluation of crockery that is imported from England.

We have no suggestions to make in regard to legislative matters."

#### QUARRY HANDS.

"This trade during 1886 was tolerably fair, and has been for the present year up to this time. The senti-

ment of the members of this assembly is that there should be salaried officers to inspect machinery around all public works ; also, that the hours of labor should be reduced, and that companies' stores should be done away with ; also, there should be a system of weekly payment of wages, instead of the monthly system now in operation.”

#### RAILROAD LABOR.

“The wages of men who work for the Baltimore and Ohio Railroad Company is \$1.10 per day. The insurance comes out of this, leaving \$1.07 per day. We would like to have the compulsory insurance abolished, if it could be done ; and, we would like to hear from you about another evil, if you could give us some information in regard to it.

When men working for the Baltimore and Ohio Railroad Company owe any debt, such as a store bill or a little rent, the creditors sell the account in West Virginia, and there they levy on the work at the railroad shops. Now, we want to know if they can attach our money in that manner. You receive no notice of this attachment until the paymaster comes around to pay off.”\*

#### CUSTOM SHOEMAKERS.

“We do not believe that, since the establishment of labor bureaus, there has ever been a true report of the condition of our branch of industry and the evils to which it is subject ; because, if a man visits one of our ‘Boss Custom Shoemakers,’ to make inquiries respecting his trade, that man will never be made aware of the facts. For instance, you ask the question, ‘How much do you pay to make a pair of good, solid shoes ?’ the answer will be, ‘Well, that is custom work ; I pay from \$1.40 to \$1.60 per pair.’ If you inquire how many pairs of shoes a man can make in a week, he will tell you an average of six pair, which is equal to \$8.40 per

---

\*See Chapter 6, Laws.

week wages. Now as to the true state of our trade. We have in our trade the most suffering and trouble. The majority of our men earn from \$3.00 to \$6.00 per week. The young men, the majority of whom are German immigrants, are compelled to board with the 'Boss.' This arrangement is made by the employer to enable him to retain on Saturday night \$4.00 and \$4.50 for board; whether the workman gets decent food or not during the week is another matter. The balance of wages coming to the workman after that deduction ranges from \$1.00 to \$3.50, and, in a few cases, \$4.00. As this arrangement keeps the men constantly around the 'boss,' they are compelled to work from six o'clock in the morning until ten o'clock at night, or an average of fifteen hours a day. This is a fact, and it is slavery, and every honest and sincere man must admit it. No man can become a decent citizen under such a system of work.

In the matter of our 'dwarf bosses,' we find two, three and four workmen sitting in small, dirty, unhealthy rooms, too much discouraged to do more than work and hide their faces from their fellow-men, as though they had sunk into a marsh of despond and had no right to live. Some 'bosses' who employ these hands compel even married men to board away from their families, and out of their wages, \$6.50 and \$7.00 a week, deduct \$4.50 and leave them \$2.00 for their family. Then again, we have married men who, during the best season (which is very short) get five and six pairs of shoes a week and earn \$9.00 and \$9.50 wages, but for full seven months they only get three and four pairs a week. When a 'boss' pays \$2.00 and \$2.50 for making a pair of shoes, they will not allow more than three pairs a week.

This is a true statement of the condition of our trade. The trade of custom shoemaking in 'dwarf shops' will certainly disappear in a few years. It is slavery to work eighteen hours a day for a bare living, and slavery ought to be abolished by the Legislature.'

## HAND SEWERS.

"There are 125 men working at hand sewing on boots and shoes, earning between \$6.00 and \$7.50 per week for eight months in the year. We wish to recommend to the Legislature, first, the abolition of convict labor; second, the abolition of *child* labor in factories; third, the appointment of a factory inspector.

## TIN ASSORTMENT HANDS.

"In the five shops represented in our organization, we have 204 men earning an average pay per week of \$7.49. The number of boys in the five factories is 416; their average is \$4.09 per week. These factories work 73 girls; their average pay per week is \$3.54. It is through machinery that so many boys and girls are employed in our branch; their ages range as low as thirteen years."

---

---

LAW\$.

---

---



## CHAPTER VI.

### LAWS.

The general statistics relating to labor in Maryland, the text of which will be found in the report of this office for 1886, embrace the following : Apprenticeship law—Revised Code, Article 54. Prohibiting barbers from working on Sunday—Acts 1874, Chapter 71. Creating Bureau of Statistics and Information—Acts 1884, Chapter 211. Providing for punishment of larceny of packing house tokens of indebtedness—Acts 1882, Chapter 240. Prohibiting manufacture of tin cans in the penitentiary—Acts 1870, Chapter 141. Abolishing crime of conspiracy by trade organizations—Acts 1884, Chapter 266. Exempting tools, &c., from execution—Acts 1884, Chapter 504. Protecting wages from attachment—Acts 1874, Chapter 45. Providing for fire inspection in Baltimore city—Acts 1882, Chapter 74. To improve the sanitary condition of factories—Acts 1884, Chapter 265. Relating to child labor—Acts 1876, Chapter 125. Regulating the hours of labor in tobacco warehouse—Acts 1872, Chapter 36. Regulating hours of miner's labor—Acts 1884, Chapter 427. Creating Manual Training School—Acts 1884, Chapter 2. Creating mining school—Acts 1884, Chapter 39. Mechanics' lien law—Code Public General Laws, Article 61. Legalizing trade unions—Acts 1884, Chapter 267. Prohibiting employment of females in places of amusement—Revised Code, Article 72, Section 127. To protect health of female employes—Acts 1882, Chapter 35. Regulating the payment of miner's wages—Acts 1880, Chapter 273.

Further State laws relating to labor passed by the General Assembly of Maryland in the session of 1886 are as follows :

## ATTACHMENT.

(Against wages or hire of labor.)

Acts 1886, C. 65.

To repeal and re-enact Section 36 of Article 10, Public General Laws, title "Attachments."

**SECTION 36.** No attachments of the wages or hire of any laborer or employe in the hands of the employer, whether private individuals or bodies corporate, shall affect any salary or wages of the debtor which are not actually due at the date of the attachment, and the sum of one hundred dollars of such wages due to any laborer or employe, by any employer or corporation, shall always be exempt from attachment by any process whatever.\*

Approved March 18, 1886.

\***ATTACHMENT OF WAGES.**—The Act of 1874, Chapter 45, provided that no attachment upon warrant, judgment, two *non ests*, or original process, should issue against, or be levied upon, or affect the wages or hire of any laborer, or employe, not actually due at the date of such attachment, in the hands of the employe, unless the debt or judgment upon which said attachment is issued exceeds, exclusive of costs, one hundred dollars. And the sum of one hundred dollars, of such wages or hire due to any laborer or employe, by any employer or corporation, shall always be exempted from attachment by any process whatever, but provided that its provisions should not apply to or affect any existing debt, contract, note or judgment, and that it should not apply to non-resident defendants. The Act of 1874, Chapter 230, provided, however, that the wages of non-residents should be exempt to the same extent as residents of the State.

These statutes have been judicially construed by the Court of Appeals, in the case of the First National Bank of Hagerstown, garnishee, vs. Weekler, 52 Md., 42, 43, decided June 19th, 1879. Justice Miller delivering the opinion of the Court, holding that the claim or judgment at the time of the attachment must be for over one hundred dollars, exclusive of costs, and that the sum of one hundred dollars is exempt, and only the wages or hire due at the time, or that may accrue before the trial, in excess of one hundred dollars, is liable to attachment.

The case of House vs. Baltimore and Ohio Railroad Company, garnishee, in 48th Md., 130, decided March 8, 1878, also refers to the Act of 1874, Chapter 45, and Judge Bowie, delivering the opinion of the Court, says that Act "was only to increase the amount of the exemption."

The case of Shryock vs. Baltimore and Ohio Railroad, garnishee, 56 Md., 519, also construes the Act, but refers specially to judgments existing prior to the time of its passage, and the law governing them.

*But the Act of 1886, Chapter 65, approved March 18, 1886, repeals and re-enacts the Act of 1874, Chapter 45, and provides that "no attachment of the wages or hire of any laborer or employe, in the hands of the employer, whether private individuals or bodies corporate, shall affect any salary or wages of the debtor, which are not actually due at the date of the attachment; and the sum of one hundred*

## CAR-DRIVERS.

(To regulate the hours of labor.)

ACTS 1886, C. 163.

SECTION 1. *Be it enacted by the General Assembly of Maryland,* That no horse railway company, incorporated under the laws of this State, and no officer, agent or servant of such corporation, and no person or firm owning or operating any line or lines of horse railways within the limits of this State, and no agent or servant of such firm or person shall require, permit or suffer its, his or their conductors or drivers, or any of them, or any employes in its, his or their services, or under his, its or their control, to work for more than twelve hours during each or any day of twenty-four hours, and shall make no contract or agreement with such employes, or any of them, providing that they or he shall work for more than twelve hours during each or any day of twenty-four hours.

SEC. 2. *And be it enacted,* That any corporation which shall in any manner violate any of the pro-

---

dollars of such wages or hire, due to any laborer or employe by any employer or corporation, shall always be exempt from taxation by any process whatever."

This Act is now the law of this State, and covers and protects the wages of all employes, resident and non-resident, effectually, to the extent of an exemption of the sum of one hundred dollars; and there must be an amount due at the time of the laying of the attachment in excess of that sum, and the attachment only holds that, if due at that time, and does not extend to wages or hire accruing thereafter.

Various expedients have been resorted to by creditors to evade the law, notably those having claims against employes of the Baltimore and Ohio Railroad Company. Their course has been to assign their claims to residents of the State of West Virginia, or the State of Ohio, through which States the lines of the Baltimore and Ohio Railroad extend, and these parties cause attachments upon the claims to be issued against the employe as a non-resident of those States, before a Justice of the Peace, and have them laid in the hands of an agent of the railroad company, residing within said States, garnisheeing the amount due the defendant. This has, to some extent, been broken up by the obtaining of injunctions against the original creditor residing in this State, restraining him, his agents, etc., from proceeding to collect the claim by such process.

There have been cases of our own citizens going into the State of West Virginia and causing attachments to be issued; but the Court of Appeals of our State, in the case of Keyser vs. Rice, 47 Md., 203, decided June 19, 1887, that such procedure was an attempt to evade the laws of this State, and although the suit and property in contest was in West Virginia, yet, as the claimants were citizens of this State, the court had jurisdiction over them, and restrained them from proceeding with their attachments.

visions of this act, shall be deemed to have misused or abused its corporate powers and franchises, and the Attorney General of the State, upon the application in writing made by any citizen of this State, accompanied by sufficient proof of the violation of any of the provisions of this act, shall forthwith, without any further authorization, institute proceedings for the forfeiture of the charter of such corporation, by petition in the name of the State, in the manner provided by the laws of this State for the enforcement of the forfeiture of the charter of any corporation which has abused or misused its corporate powers or franchises.

SEC. 3. *And be it enacted*, That if any corporation, or any officer, agent or servant of such corporation, or any person or any firm managing or conducting any horse railway in this State, or any agent or servant of such person or firm, shall do any act in violation of the provisions of this act, it, he or they shall be deemed to have been guilty of a misdemeanor, and shall, on conviction thereof in a court of competent jurisdiction, be fined one hundred dollars for each offense so committed, together with the costs of such prosecution.\*

Approved April 1, 1886.

---

#### P R E F E R E N C E S.

Acts 1886, C. 298.

Creates a preference for "Wages or salaries to clerks, servants and employes contracted not more than three months anterior" to insolvency.

---

#### H I R E O F F E M A L E S.

(*To prohibit certain employment in Concert Halls.*)

Acts 1886, C. 171.

SECTION 1. *Be it enacted by the General Assembly of Maryland*, That it shall be unlawful for any proprietor,

---

\*The practical operation of this act is to materially reduce the pay as it does the hours on most of the street railways.

lessee or manager of any variety entertainment or concert hall, after the passage of this act (whether an admittance fee is charged or not), to employ, engage or allow any female sitters (or by whatever other name they may be called) in or about said entertainment or concert hall, building, room or premises; and all females who are allowed in or about the said premises, who shall drink, smoke, or partake of any kind of eatables or refreshments at the expense of others, or solicit others to purchase such things as may be purchased there, upon which they shall receive or expect to receive a commission, or who may be paid a regular salary therefor, or who may participate in any way in the profits thereof, shall be deemed sitters under this act.

SEC. 2. *And be it enacted*, That any person convicted of a violation of this act, shall be fined not less than two hundred dollars, nor more than one thousand dollars, or be confined in jail or the House of Correction for a period of not less than two months, nor more than twelve months, or be both fined and imprisoned, in the discretion of the court, for each offense, and every female sitter employed, engaged or allowed in and about said premises shall be considered a separate offense under this act.

Approved April 1, 1886.

---

#### ICE.

(*Prohibiting Sunday labor.*)

Acts 1886, C. 433.

SECTION 1. *Be it enacted by the General Assembly of Maryland*, That no vehicle of any description shall be permitted to carry ice upon the streets or highways of Baltimore city, for the purpose of selling the same, on the Sabbath day, commonly called Sunday.

SEC. 2. *And be it enacted*, That if any person or corporation be found guilty of causing, or in any way

contributing to the violation of the preceding section, he shall be subjected to a fine of not more than fifty dollars, in the discretion of the court.

Approved April 22, 1886.

---

### MINERS.

*(Regulating hours of labor.)*

Acts 1886, C. 303.

An act to add an additional section to Chapter 427, Acts 1884, which provides that the hours of labor for miners shall be ten per day.

SUB-SECTION 1. *Be it enacted,* That any person or persons, body corporate, agent, manager or employer who shall violate any of the provisions of the foregoing section shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not more than fifty dollars.

Approved April 1, 1886.

---

### OYSTERS.

*(Providing for measurement.)*

Acts 1886, C. 303.

SECTION 1. *Be it enacted by the General Assembly of Maryland,* That all shucked oysters opened at any oyster house in this State, or sold or delivered to any proprietors of any such oyster house, to be shipped in any line of transportation to the customers of said proprietors, shall be shucked by the gallon, and not by the can or vessel of any other name and designation; and it shall not be lawful for any such proprietor to contract with any person to shuck or open oysters at any such house, or for the proprietor thereof for the purposes aforesaid, otherwise than by the gallon.

SEC. 2. *And be it enacted,* That the oyster houses, or the proprietors thereof, may use the regular standard wine gallon measure, or, in consideration of the quan-

tity of water contained in shucked oysters, the said houses or their proprietors may use a cup, which is hereby declared and determined to be an "oyster gallon cup," which shall contain nine pints, wine measure, and no more; and no other than the standard wine gallon measure, or said "oyster gallon cup," shall be used in said houses, or by the proprietors thereof, in measuring any oysters to be shipped therefrom, or used in the business of said houses, or the proprietors thereof. And the said "oyster gallon cup" shall be inspected and stamped by the same officer in the City of Baltimore, or in any of the counties in the State, as is now required by law to inspect and stamp the wine gallon measure; and the persons neglecting so to have the same stamped and inspected shall be subject to the same fines and penalties as are now, or may hereafter, be prescribed by law, for neglecting to have inspected and stamped the wine gallon measure; and any person using any other measure than above prescribed, in any oyster house in this State, or any proprietor of any of said oyster houses, using any other than the above prescribed measures, to measure any oysters to be shipped by him or used in his business, shall be guilty of a misdemeanor, and on conviction thereof before any Justice of the Peace of said county, shall be fined not less than ten nor more than one hundred dollars, in the discretion of the Justice, and shall stand committed till fine and costs are paid. One-half of which said fine shall be paid to the State of Maryland and one-half to the informer; but the person so convicted shall have the right of appeal, as now provided by law in other criminal cases.

Approved April 7th, 1886.

---

As the use of labels to protect *Union* manufactured goods are coming into general use, it becomes important to call attention to the following interesting decision made by Judge Charles E. Phelps, one of the

judges of the Supreme Bench of Baltimore City, in a case involving the right to the use of the trade label of the Cigarmakers' Union.

The decision was rendered in the matter of the Cigarmakers' Union No. 1, of Baltimore City, against Bernard Link, being a proceeding in equity to restrain Link from using a label of the International Cigarmakers' Union. The issue was raised on demurrer. The judge said (April 16th, 1886):

"There can be no doubt of the right of the plaintiffs (Frizzell and others, members of the Union) to maintain a proper bill, suing as well in their own behalf as in behalf of numerous other parties associated with them in a common interest.

"It is objected that the parties claiming the benefit of the label are not manufacturers, but employed as laborers, not owners of the article upon which the label is permitted to be fixed, but simply hired to make it. And it is therefore contended that they and this label are not within the established principles which govern courts of equity in the application of the law of trade-marks and labels, heretofore exclusively applied, it is said, to the protection of the invested capital of manufacturers and merchants. Although the point thus raised is a novel and interesting one, but little difficulty should be found in disposing of it upon principle. The idea of 'property' is necessarily a progressive one, and is capable of development corresponding to the changes in the relation of men in a growing society. Distinct properties, says Puffendorf, were not supplied at the same time, or by one single act, but by successive degrees, nor in all places alike: but property was gradually introduced according as either the condition of things, the number and genius of man required, or as it appeared requisite. The essentials of property are a 'distinguishable existence in the thing claimed as property, and an actual value in that thing to the true owner.'

"The bill claims that the object and effect of this

label, as used by the plaintiffs and their associates, is to increase the value of their labor by increasing the demand for it as members of the Union. That is, in substance, what they claim, and at this stage of the case, must be taken as true. It will not be denied that every freeman has a property right in his own labor, whether present or prospective. From this broad general principle it is easy to develop the particular proposition that an association of men who combine for the purpose of increasing, by legitimate means, the general demand for their common labor, have a property right in whatever lawful instrumentality they can succeed in creating and controlling for that purpose. To apply the test already mentioned, if such an instrumentality has a distinguishable existence, if it has an actual value to those claiming to be its owners, it is property. The fact that the label in this case is valuable to the plaintiffs and their associates is admitted by the demurrer. The defendant has sought to appropriate, and by that act has demonstrated that the label is, at all events, worth stealing. It is true that it is not tangible property, like an ox, but incorporeal property, like a trade-mark or a good-will, and is readily distinguishable. It is not the corporate property of a corporation, but the common property of a voluntary association, in which all its members have a common interest. A voluntary association can own property, in a certain sense, just as well as a partnership."

"Notwithstanding no precedent may be found among the reported cases in the highest courts in England or this country, it seems sufficiently clear upon principle that the device of the label, which the union has originated as its instrumentality for the purpose indicated, and which the demurrer admits, has effectually accomplished its object, in increasing the demand for the labor of the members and thereby enhancing the value of this labor, is a property right of the union, in which all its members have a common interest. If the combi-

nation for the purpose be legitimate, and the label itself, as used, is a lawful instrumentality and contains no fraudulent misrepresentation, the label is entitled to the recognition of a court of equity as a property right, and any fraudulent imitation of it will be suppressed.

“Counsel for defendant was not understood as contending, either that the union itself was an unlawful combination, or that the label in question was an unlawful device, he did contend, however, that the label contains a misrepresentation of fact, in stating that the cigars under it were made by ‘first-class workmen.’ The argument is that these labels are put upon each box of cigars made by union workmen, without discrimination, and that it is not possible in the nature of things that all the members of the union are first-class workmen. But this argument goes outside of the bill. There is nothing in the bill from which it may be legitimately inferred that the statement in the label was in point of fact untrue in any particular case, and there is certainly no presumption that the statement is substantially untrue in general. No attempt has been made to deny that the defendant’s label is a counterfeit throughout, even to the signature. It was in fact, admitted in argument that if the plaintiffs, and those they represent, could be held to have a property right to the label, then the defendant’s label was a clear infringement. It follows from the foregoing views, that the plaintiffs, upon the face of this bill, are entitled to an injunction, and the demurrer will therefore be overruled.”

---

In the month of June, 1886, a member of “Mozart” Assembly, K. of L., sought to obtain a preliminary injunction to restrain the Assembly from enforcing a resolution of that body under which he was fined and other musicians were prohibited from performing in his company. He claimed that the resolution was un-

authorized by the rules of the order, and if authorized that it was illegal and against public policy. Judge Edward Duffy, in rendering a verbal decision on the application, took very strong ground in support of the right of employes to strike. The judge held that neither point made by the plaintiff was well taken. "One of the principal objects of the organization," he said, "was to secure, through strikes and other lawful means, the improvement in the condition of the workingman, and the collection of fines and contributions from members is a necessary means to the end in view. The right of the individual workman to strike being admitted, the right of an aggregation of individuals to strike cannot be denied. Nor can the exercise of this right by a number of persons, by concert or otherwise, be 'against public policy,' unless—and this no one asserts—it be held that the individual workman's right to refuse to work is against public policy."

Boycotting is a different matter, involving not merely, as does the striking, the exercise of one's own rights, but the curtailment of the rights of another. In the case of the State of New York vs. Paul Wilzig, tried for extorting \$1,000 from George Theiss through fear of the boycott, in the New York court of Oyer and Terminer, and found guilty, Judge Bennett, in instructing the jury, defined the right of individuals to improve their condition. He said, "Men may legally combine to raise the price of their labor, but attention must be given to the means employed to that end. It would be well for all Unions before appointing an executive committee, or a finance committee, to appoint a committee on law composed of straightforward men. They would thus readily apprehend the legal truth that 'no man, or number of men,' may conspire to *prevent* people laboring where and for what they please in any lawful trade or calling." Intimidation that injured a man's business, even if it stopped short of physical violence, was held to be illegal.



---

---



# INDEX.

---

---





## INDEX OF CHAPTERS.

---

CHAPTER.	PAGE.
I. Introduction .....	7
II. Railroad Employes' Relief Associations.....	35
III. Strikes and Arbitration.....	50
IV. Convict Labor.....	111
V. Special Trade Reports .....	129
VI. Laws.....	155



## GENERAL INDEX.

---

### A.

	PAGE
Advantages of Maryland for Industrial Enterprises.....	7-20
Arbitration, Necessity for.....	25, 47, 49, 106
"    Discussed.....	83-86
"    History of.....	84-86
"    Laws .....	86-106
"    "    New Jersey.....	86
"    "    Massachusetts .....	88
"    "    New York.....	91
"    "    Ohio.....	97

### B.

Blacksmiths' Strike.....	81
"    Report .....	132
Boxmakers' Strike.....	83
Brick Carters' Strike.....	79
Brew Workers' Strike.....	80
Brickmakers' " .....	73
Brushmakers' " .....	81
"    Report .....	133
Bricklayers' " .....	131
Building Trades' Eight-Hour Movement.....	66-68
Butchers' Strike .....	77
Bureau of Statistics.....	20-23
"    "    List of in the United States.....	22
"    "    Method of.....	21
"    "    Necessities of.....	23

### C.

Card System.....	67
Caner's (Chair) Strike.....	72
Car-Drivers' Strike.....	74
Canmakers' Strike.....	75
Carpenters' Report.....	134

	PAGE
China Decorators' Strike.....	72
Cigarmakers' Strike.....	75
" Packers' " .....	78
City Population, Growth of.....	17, 18
Cotton Hands' Strike.....	79
Collarmakers' "	82
Coopers' "	78
Coal miners.....	24
" " Strike .....	71, 72
" " Report .....	136-138
" Quantity Dug.....	136
" Miners, Number of Hands.....	136
" " Average Earnings of.....	136
Convict Labor.....	109-127
" " Discussed.....	122-126
" " Tables of the United States.....	113-115
" " Review of Tables.....	112
" " In Maryland.....	116-121
" " Systems of Employment.....	121, 122
Complaints and Suggestions of Trades.....	24-31
Coal Miners.....	24
Coopers.....	25
Duckers.....	26
Engineers .....	25
Fishermen.....	26
Horseshoers .....	29
Musicians.....	30
Patternmakers.....	30
Railroad Hands.....	30
Cutters and Trimmers' Report.....	138

**D.**

Development of Trade.....	7-11
Distribution of Industries.....	12-20
Duckers, Complaints of.....	26

**E.**

Eight-Hour Movement Discussed .....	66-69
Electrical Workers' Report.....	139-142
Elevator Hands.....	146
Emigration, Advantages in Maryland.....	13, 14
" Native .....	18, 19
" Bureau .....	13
Engineers' Suggestion for License.....	25

**F.**

	PAGE
Factory Inspection .....	24
Farm Labor Strike.....	81
Fertilizer Report.....	142-144
Fish Law .....	26, 27
Fishermen, Complaints, &c.....	26
Flour Barrels.....	25
Furniture Workers' Report.....	145
"        "    Co-operative Factory.....	145

**G.**

Glass Workers' Strike.....	77
"        Report.....	147
Granite Workers' Strike.....	78

**H.**

Hair Spinners' Report.....	147
Hours, History of Eight-Hour Agitation.....	66-69
Horse Shoers, Suggestions, &c.....	29

**I.**

Immigration.....	15-17
"        Number of.....	15
"        Assistance of German.....	17
"        Distribution in the United States.....	17, 18
Introductory Chapter, General Review.....	7
Industrial Distribution.....	12-14
Inspection of Factories.....	24
Insurance, Railroad, Discussed.....	31, 33-45
Iron Workers' Strike.....	77
"        "        ".....	82

**L.**

Labor Bureaus.....	20
"        "    List of.....	22
"        "    Necessities of Home Office.....	23
Labor (Farm) Strike of.....	87
"        "    (Packers') Strike.....	73
Labor, Convict.....	109-127
Labor Strikes of 1886-87.....	69-83
Laws, Arbitration.....	86-106
"        "    Massachusetts.....	88
"        "    New Jersey.....	86
"        "    New York.....	91
"        "    Ohio .....	97

	PAGE
Laws, Fish.....	26-29
Laws of Maryland.....	155-163
Synopsis of Labor Legislation.....	157
Attachment.....	158
Hours of Labor.....	15
Hire of Females.....	160
Ice (Sunday).....	161
Miners (Hours) .....	162
Legal Decisions—Right to use of Label by Trades Union.....	163
“ “ —Rights of Unions in Strikes and Boycotts Defined.....	166
Leather Workers' Report.....	147
Letter of Transmittal.....	3
License Engineers.....	25

**M.**

Machinery, Result on Labor.....	14
Maryland, Prospects and Possibilities of Development.....	7-12
Maryland, Bureau of Statistics.....	20-23
“ “ “ Necessities of.....	23
Marble Workers' Strike .....	70
Massachusetts, Arbitration Law.....	88
Metal Workers' Strike.....	69
Miners (Coal).....	136-241
Miners' Ventilation Law.....	24
Musicians' Report (Complaint).....	30

**N.**

Newspapers, Trade Development.....	10-12
New Jersey Arbitration Law.....	86
New York “ “ .....	91

**O.**

Ohio Arbitration Law.....	97
Organization, Labor .....	19, 51-54, 66
“ Development.....	66
Overall Cutters' Strike.....	77
Oyster Shuckers' Strike.....	73

**P.**

Pattern Makers' Report (Suggestions).....	30
Paperhangers' Report.....	148
Painters' Report.....	149
Pianomakers' Strike.....	69
Potters' Report.....	151
Prison Labor.....	111

**Q**

	PAGE
Quarry Hands' Report.....	151

**R**

Reports (special) of Trades.....	129-154
Bricklayers .....	131
Brushmakers.....	133
Blacksmiths .....	132
Carpenters.....	134
Cutters .....	138
Coal Miners.....	136
Electrical Workers.....	139
Elevator Hands.....	146
Fertilizers.....	142
Furniture Workers.....	145
Glass Blowers.....	147
Hair Spinners.....	147
Leather Workers.....	147
Paper Hangers.....	148
Painters.....	149
Potters.....	151
Quarry Hands.....	151
Railroad Labor .....	30, 152
Shoemakers.....	152-154
Tin Assortment Hands.....	154

**S.**

Shoemakers' Report.....	152-154
Special Trade Report.....	129-154
Strikes Discussed.....	49-54
" Number of, in Maryland.....	52
" Tables of.....	57-65
" Eight-hour.....	66
" By Trades, 1886-87.....	69-83
Blacksmiths.....	81
Boxmakers.....	83
Brushmakers.....	81
Brew Workers.....	80
Brick Carters .....	79
Brickmakers .....	78
Butchers.....	77
Caning Chairs.....	72
Canmakers.....	75
China Decorators.....	72
Cigarmakers .....	75
Cigar Packers.....	78

	PAGE
Strikes by Trades, 1886-87.....	69-83
Cotton Hands.....	79
Collarmakers.....	82
Coopers .....	78
Glassworkers.....	77
Granite Cutters.....	78
Ironworkers (Furnace).....	77
" (Ship) .....	82
Laborers, Railroad.....	71
Labor (Farm).....	81
Labor (Packers).....	82
Labor (Excavators).....	76
Limekiln Hands.....	79
Marble Workers.....	70
Metal Workers.....	69
Miners (Coal).....	71
Overall Cutters.....	77
Oyster Shuckers.....	73
Pianomakers .....	69
Shipcarpenters .....	70
Shoemakers .....	73
Stevedores .....	75
Street Car Employes.....	74
Tin Assortment Hands.....	75

**T.**

Trade Development.....	7-14
Tin Assortment Hands' Strike.....	75

**U.**

Union, Trade.....	20, 50, 66
-------------------	------------

**V.**

Ventilation, Coal Mines .....	24
-------------------------------	----







